

Digitized by the Internet Archive in 2022 with funding from University of Toronto





# Annual Report

1983

Public Service Commission of Canada

Commission de la Fonction publique du Canada



Canadä



# Annual Report

1983



Public Service Commission of Canada

Commission de la Fonction publique du Canada



A summary of this report is available in braille and on audio cassette.

© Minister of Supply and Services Canada 1984 Cat. No. SC1-1983 ISBN O-662-52875-1 PSC 312T320

The Honourable Serge Joyal Secretary of State of Canada House of Commons Ottawa

Dear Minister,

We have the honour of asking you to transmit for tabling in the House of Commons the report of the Public Service Commission of Canada for 1983.

It is submitted to Parliament in conformity with the provisions of section 45 of the *Public Service Employment Act* (Chapter 71, Statutes of Canada 1966/67).

Yours sincerely,

Edgar Gallant Chairman

Jennifer R. McQueen Commissioner

Trefflé Lacombe Commissioner

### The Commission at a Glance

#### The Commissioners

The jurisdictional powers of the Public Service Commission rest with the three commissioners, one of whom is the chairman. Each is appointed by the Governor in Council for a ten-year term and has the status of deputy head. Together, the commissioners set overall policy in accordance with the Public Service Employment Act. The chairman is chief executive officer and a majority of commissioners constitutes a quorum.

#### **Executive Secretariat**

The secretariat plans and coordinates strategy, policy, and ongoing activities on behalf of the Commission. It responds to requests for information from members of Parliament, prepares the Commission's annual report, and performs various functions outlined in the Act.

#### Management Category Programs Branch

This branch establishes policies and systems for recruitment and selection of members of the Management Category in accordance with the Act and in keeping with Commission policy. It carries out career and succession planning and staffing activities for senior management and executive positions, and counsels members of and aspirants to the category. The branch is responsible for the Career Assignment Program, Interchange Canada, and for international assignments.

#### **Staffing Programs Branch**

This branch establishes staffing policies and procedures, selection standards and tests, and administrative procedures for Commission and departmental staffing in accordance with the Act, and Commission policy and directives. It recruits and refers candidates from outside the Public Service, performs staffing activities not delegated to departments and oversees departmental staffing activities to ensure application of the Act and the Public Service Employment Regulations. The branch coordinates those parts of the Official Languages Program for which the Commission is responsible. It sets language standards for bilingual positions and tests the language skills of candidates and incumbents. Its many responsibilities include the Women's Career Counselling and Referral Bureau, the National Indigenous Development Program, and the Access Program for Handicapped People. I also carries out human resources planning activities.

#### **Audit Branch**

This branch conducts cyclical audits of delegated and non-delegated staffing activities in all departments and agencies that come under the *Act*. In addition, other personnel management functions under the jurisdiction of the Treasury Board of Canada are integrated into these audits. The audit of these additional functions is carried out pursuant to the agreements between the two central agencies on their respective roles and responsibilities.

#### **Appeals and Investigations Branch**

This branch establishes independent boards to hear appeals brought by public servants against alleged breaches of the Act and Regulations, in such matters as appointment, promotion, demotion, and release. Decisions of appeal boards are final and binding on both the parties and on the Commission, and can be set aside only by the Federal Court of Appeal. The branch investiigates complaints from employees and applicants for employment alleging discrimination in the Public Service. It serves as ombudsman in handling complaints from employees alleging harassment or unfair administrative treatment on the job, and investigates complaints of questionable staffing practices brought to its attention by any source

#### Staff Development Branch

This branch provides federal departments and agencies with staff development and training programs to improve the occupational performance of employees and to assist in implementing Treasury Board training policy and departmental training polars.

#### **Language Training Program Branch**

In response to departmental needs, this branch provides language training to meet job requirements. At the request of departments and agencies, it develops and conducts specialized courses in both official languages in the National Capital Region and across Canada. It also conducts the Advanced Language Training Program. It offers advice and assistance related to language training: analysis of needs, development of courses and programs to meet specific needs, program evaluation, testing, and quidance to public servants.

#### Corporate Systems and Services Branch

This branch designs, promotes, implements and coordinates departmental management systems in support of corporate management; ensures that internal Commission policies and systems are consistent with central agency requirements; provides direction and support in the acquisition and management of resources in the Commission, and provides common support services to other branches through its directorates: administration, information and management systems, corporate systems and analysis, finance, public affairs, personnel, internal audit, and regional services.



55

### Contents

Highlights		8
Introduction		9
Adapting Merit to New Realities		11
Applying Merit		15
	Promoting Underrepresented Groups	16
	A Decisive Step for the Management Category	19
	Staffing and Human Resource Management	21
	Other Activities	25
Protecting Merit		29
	The Widening Scope of Audits	30
	Appeals and Investigations: A New Strategy	31
Training Public Servants		35
	Developing Relevant Language Skills	36
	Training for Efficiency and Effectiveness	37
Managing the Commission's Re	sources	39
Statistics		44
	Facts to Note	46
	Explanatory Notes	46
	List of Tables	53

Tables

### **Highlights**

#### Decrease

- Public Service population: 222,044 compared to 222,582 in 1982
- Appointments: 86,588 compared to 100,041 in 1982; 10,066 persons appointed from outside the Public Service compared to 15,538 in 1982
- Promotions: 19,949 compared to 26,360 in 1982
- Resignations: 6,608 compared to 8,387 in 1982, down from 14,859 in 1981
- Appeals: 2,400 compared to 2,885 in 1982
- · Language training: 12,207 participants 3,229 of whom were in continuous courses versus 13,258 and 3,098 in continuous courses in 1982

- **Increase** Representation of women: 40.6 per cent of total population compared to 40.4 per cent in 1982
  - Representation of francophones: 27.4 per cent versus 26.8 per cent in 1982
  - Surplus employees: 1,566 or 75 per cent more than in 1982
  - Lay-offs: 1,123 compared to 535 in 1982
  - Professional training: 10,968 participants in 575 courses compared to 10,251 in 498 courses in 1982

- New Initiatives National Applicant Inventory System
  - · Access Program for Handicapped People
  - · Women's Career Counselling and Referral Bureau
  - National Indigenous Development Program

### Introduction

This is the seventy-fifth report that the Public Service Commission (up to 1967 the Civil Service Commission) has had the pleasure of submitting to Parliament. It was in 1908 that Parliament first embarked on a radical reform of hiring and promotion practices in the federal administration, with a view to establishing a public service in which employees would be appointed on the basis of their professional and personal qualifications and not because of their political affiliation or the services they had rendered to a political party or candidate. This reform, which was more clearly defined over the years through successive acts of Parliament, has given Canada a public service characterized by a political impartiality and professionalism that are the envy of many countries.

The first chapter of this report "Adapting Merit to New Realities" examines the values. principles and rules which underlie the major achievements of the Commission over the past seventy-five years. Throughout this period, marked by extensive social and economic change, the constant concern of Parliament has been to ensure that Canadians could depend on the services of a professional and politically impartial Public Service. In spite of the strong pressures that now exist to modify the systems and the rules of conduct that have maintained and protected these fundamental features of our Public Service, we believe that Parliament will want to weigh carefully the long-term consequences of any change before reach-

ing a decision. Our own analysis leads us to recommend changes to the present legislative framework, changes which appear to be necessary to enable the Public Service of Canada to respond with a high degree of success to the demands of the future.

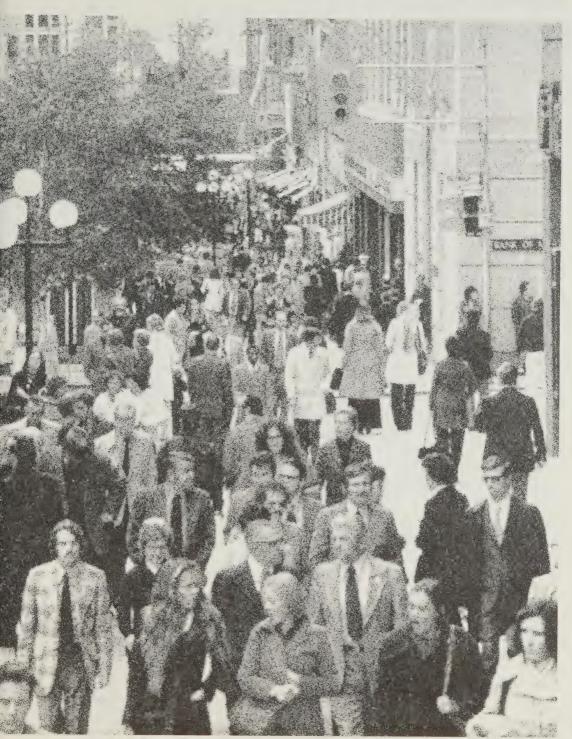
The second chapter of the report presents an overview of the initiatives that the Commission has undertaken since 1967 to enhance the participation of underrepresented groups. It also outlines measures introduced by the Commission in 1983 in support of the government's Affirmative Action Program, including the establishment of the Women's Career Counselling and Referral Bureau, the National Indigenous Development Program, and the Access Program for Handicapped People.

Other activities carried out by the Commission are grouped under the following headings: Applying Merit (staffing and related activities), Protecting Merit (audit and redress), and Training Public Servants. The last chapter deals with the Commission's management of its internal resources.

Finally, we wish to pay tribute to the dedication and support of the employees of the Commission and to express our gratitude to members of Parliament, officials of the Treasury Board Secretariat of Canada, departmental managers and representatives of bargaining units in the Public Service for their assistance and cooperation.



# **Adapting Merit to New Realities**



Merit is, and must remain, the fundamental principle of staffing in the Public Service\* of Canada. The way in which merit is viewed and the methods of application of this principle, however, must be reviewed continually to take into account the changing values and expectations of Canadian society and, specifically, the personnel needs of the Public Service. This has been one of the main concerns of the Public Service Commission in recent years as it focussed its attention on a review of the merit system to ensure that staffing procedures meet the operational requirements of departments\*\* and the demands of the public interest.

The careful deliberation and the energy invested by the Commission to adapt merit to these changes have been in keeping with a rich tradition of values and principles - a tradition which has made Canada's Public Service one of the most respected in the world. It is this tradition which, over many decades, has provided the federal government with the invaluable support of a corps of qualified and dedicated public servants. Convinced that the complementary principles of appointment on the basis of merit and the political impartiality of public servants are essential elements of this tradition. the Commission considers it appropriate in this, its seventy-fifth year, to assess the progress made since Parliament legislated an end to political patronage and nepotism in the public service.

The principle of merit in the public service was established by Parliament through the adoption of the Civil Service Acts of 1908 and 1918. According to this principle, appointments to and promotions within the public service are based on the assessment of the personal and professional qualifications of candidates, without regard to their affiliation with a given political party, or their political allegiance. At the same time, Parliament prohibited public servants from engaging in political activities or contributing funds to a party, thus ending the practice of 'macing' whereby the party in power systematically deducted a portion of the salaries of persons appointed by the party.

To ensure the competence and impartiality of public servants, an independent commission reporting to Parliament was established in 1908. It was made responsible for appointing and promoting public servants in the 'inside' service (positions at headquarters in Ottawa). In 1918, the Commission's responsibility was extended to include the entire federal public service. The 'service to the public' aspect of the public service and the accountability of the Commission to the elected representatives of the people thus were clearly affirmed.

The achievements of the Commission in fulfilling its responsibilities may be listed under the following broad headings:

- · eliminating patronage
- influence of scientific management
- rights and privileges of employees
- · flexibility and delegation
- · rights of individuals and groups.

#### **Eliminating Patronage**

Parliament generalized the application of merit to the whole public service when, in 1918, it placed total responsibility for staffing in one central agency — the Commission. One rule to be applied equitably and in the same manner to everyone was considered to be the best way to put an end to political and administrative patronage.

"The benefits to the service and the relief to ministers and members of Parliament which have resulted from the non-partisan appointments to the various positions in the Inside Service, since September 1, 1908, have been very generally recognized."

(Annual Report, 1911)

The competitive process was deemed to be the best practical method of selecting employees regardless of whether they were public servants at the senior or lower levels. The decision of the Commission in the early 1920s to administer all competitions itself strengthened this trend toward uniformity.

#### Influence of Scientific Management

When the act of 1918 came into force, the theories of the American school of scientific management were revolutionizing administrative and organizational methods. Focussing on the job rather than on the individual, the scientific method of analysis narrowed the definition of merit to mean the ability of an employee to perform the duties of a specific position. As a result, individual potential and the possibility of appointment to classes of positions were largely neglected. Appointment to position under the present Act—the Public Service Employment Act of 1967—perpetuates this concept.

The scientific approach to employment, nevertheless, made a significant contribution in that the analysis of the duties of positions produced a rational and objective basis for personnel selection.

"Some system of continuous inspection must be instituted, preferably under a permanent and independent Civil Service Board, in order to keep the public service worthy of the duties required of it." (Recommendation of the Royal Commission of 1907, referred to in Annual Report, 1918)

#### Rights and Privileges of Employees

From its very beginning, the Commission has paid close attention to the concerns of employees and has always sought to ensure just and equitable treatment for all in matters related to employment. The present ombudsman role dates from the period between 1908 and 1967 when the Commission was the central personnel agency of the public service.

Avenues of redress, however, were not legally instituted until 1961. The *Civil Service Act* was amended to provide a right of appeal with respect to promotion, transfer, demotion, suspension and release. In the case of release due to involvement in political activities, employees were only granted the right to be heard.

Mandate of the Commission

In this report "Public Service" refers to those departments and agencies to which the Public Service
 Employment Act of 1967 applies. Otherwise, "public service" is used

In this report, except where a distinction is necessary, the term department refers to departments and agencies

As the Royal Commission on Government Drganization (Glassco) pointed out, the emphasis on equity and uniformity in the upplication of merit which prevailed from 1918 to 1960 led to a crippling proliferation of regulations and procedures. Subsequently, the formal establishment of avenues of redress gave rise to defensive attiudes and to the development of an inflexible system which, while it served merit and the rights of employees fairly well, was letrimental to the efficiency and effectiveless of the Public Service.

#### lexibility and Delegation

he three acts which came into force in March 1967 — The Public Service Employment Act, the Public Service Staff Relations ct and the amended Financial Administration Act — represented a significant change in direction. The recognition of the right to ollective bargaining released the Commission from the responsibilities it had fulfilled in behalf of the government as employer, thus allowing it to focus its attention on the pplication of merit and the upholding of inpartiality.

prominent feature of the *Public Service* mployment Act is the flexibility it provides a dapting merit. Under the Act, appointients can be made through or without ompetition. Persons or positions may also e excluded, in whole or in part, from the pplication of the Act where the Commison is of the opinion that this will be in the est interests of the Public Service. The ommission is also authorized to determine election according to merit and to delegate taffing authority to departmental deputy eads. This increased flexibility allowed the ommission to respond more effectively to ersonnel needs in the Public Service.

spite of the evident progress which came bout as a direct result of the Act of 1967. ne Office of the Auditor General of Canada, ne Special Committee on the Review of ersonnel Management and the Merit Prinple (D'Avignon) and the Royal Commison on Financial Management and ccountability (Lambert) pointed out the asic flaws hindering administrative effiency and effectiveness, and weakening he accountability mechanisms in the Public ervice. Reference was made as well to the indency of central agencies to impose conols and restrictions rather than provide eneral guidelines. These observations rmed the basis for an administrative form of personnel management, the main spects of which are: the streamlining of affing regulations; the tailoring of delegaon instruments to departmental needs; the arification of the roles and responsibilities f the Treasury Board and the Public Serce Commission; and the establishment of he Management Category.

#### Rights of Individuals and Groups

Over the last fifteen to twenty years, the Canadian people have become more demanding of the Public Service and have come to expect more from it, for two main reasons: on the one hand, people have become more aware of the bilingual character of Canadian society, of its cultural and social diversity and of the contributions which different groups and communities within it make to the collective experience; on the other hand, it has become evident that the government, and by inference the Public Service, is playing an ever-increasing role in the economic, social and cultural life of Canadians. The Canadian people have come to view the Public Service as truly their own. It must be sensitive to their needs, representative of the people it serves, open in its operations and accountable to the taxpayer.

The demand that the Public Service be representative and sensitive to the needs of the people first became evident with the growth of bilingualism and later with the implementation of equal opportunity programs. More recently, the government's Affirmative Action Program focussing on women, indigenous people and handicapped persons also raised the question of visible minorities, an indication that the concept of equal representation is developing in a way that will require the Public Service to be more representative and sensitive to the needs of individuals and groups in Canadian society.

### Present and Future Challenges and Demands

The changes taking place within the Canadian society indicate that people will expect added services and that demands from underrepresented groups will continue to increase while pressures mount to reduce public spending. It follows that the Public Service will have to demonstrate an even greater capacity to adapt and redirect its activities. The process of redeploying human resources must be accelerated and made more effective if it is to keep up with changing government priorities and social needs.

#### **Basic Principles**

To meet these challenges, the Commission believes that certain fundamental principles must be respected. The public interest must remain the touchstone by which we judge decisions relating to personnel management. Merit must continue to govern staffing decisions. The impartiality of public servants and of the Public Service itself must be assured.

It is important to recall the reasons behind Parliament's decision to establish an impartial and professional public service seventyfive years ago. Under Canada's parliamentary system, the public service plays a fundamental role in helping the government and Parliament serve the best interests of the people. Public servants fulfill an essential function in the development of laws and policies and in the administration of resulting programs. Governments have a right to expect from their public servants objective information and impartial advice based on professional expertise. At the same time, citizens have the right to be confident that public servants will deliver the services provided by government in a professional and impartial manner.

The consequences of this stand for impartiality must be recognized clearly. The Commission believes that the Public Service will be able to accomplish its mission only if public servants refrain from engaging in partisan political activities. Therefore, it is essential that public servants conduct themselves in a manner compatible with the impartial nature of the Public Service.

"Open competitive examination would ... exclude the incompetent and lessen the chances of unsuitable appointments ... it would open the government service to the public ... " (Annual Report, 1918)

Merit must continue to be the basic principle for staffing the Public Service. As was reemphasized in the Commission's 1982 annual report, the public interest requires that the interpretation of this principle take into account four factors: the efficiency and effectiveness of the Public Service; sensitivity and responsiveness to the needs of the public; equality of access to Public Service jobs and of opportunity for advancement; and equitable treatment for all. Selec-

tion must also be based on an objective assessment of the personal and professional qualifications of candidates, thus making certain that only qualified persons are appointed.

#### **Reviewing the Application of Merit**

For several years the Commission has sought to increase the flexibility of the procedures through which merit is applied in the Public Service. More will have to be done in this respect over the coming years. True, some of the benefits of administrative reform are still to come and some aspects of that reform have yet to be implemented. However, it will not by itself resolve all the problems and achieve the degree of responsiveness that the Commission considers necessary.

A review of the present legislative framework shows why. The Act contains several prescriptive provisions that limit the application of merit. Although full use has yet to be made of the flexibility which is allowed under the Act, the procedural anachronisms of the present legislation do not allow the Commission to reduce staffing costs, or delays and difficulties in obtaining qualified personnel as much as it would like. One may ask whether it is appropriate to provide only one staffing system for all positions, as is the case under the present Act, regardless of the special requirements of various types of jobs. It should also be noted that more than seven sections of the Act are devoted to the competitive process. For competitions open to the public, the area of competition must be determined on the basis of the area of residence from which applicants must come. In the case of competitions open only to employees of the Public Service, the areas of competition must be determined on the basis of area of residence as above, and additionally, on the basis of that part of the Public Service, if any, and the nature of the duties and the level of positions, if, any, in which prospective candidates must be employed. Eligibility lists must be established according to a very strict procedure.

Other aspects of the present legislation can also be questioned. Should the concept of appointment to a specific position be maintained in spite of the obstacles this presents to the transfer and redeployment of employees in the Public Service and the resulting loss of efficiency and effectiveness? The experience gained since the Management Category Exclusion Approval Order was implemented may be instructive in this regard, as the Order was designed precisely to facilitate a more effective use of management personnel.

#### **A Coordinated System**

There is no doubt that personnel management in the Public Service has become more and more complex. Consider for example, avenues of redress: some come under the responsibility of the Commission, while others fall within the ambit of the Public Service Staff Relations Board, as provided for under the legislative framework of 1967. In the intervening years, two new surveillance mechanisms under the Official Languages Act and the Canadian Human Rights Act have been established. In spite of administrative arrangements to avoid overlap, the situation has become confused as several parties may be called upon to deal with the same problem, depending on the interpretation of a specific case. Given the many avenues of redress now available and the role of Public Service unions, one wonders if the traditional ombudsman role of the Commission, which dates back to a time when it had the sole responsibility for personnel management, should continue.

For many years now, the Commission has attached considerable importance to the coordination of efforts of all those involved in the various aspects of personnel management in the Public Service. The need for coordination is recognized in the agreements on roles and responsibilities with the Treasury Board of Canada and by the participation of the Commission on a number of interdepartmental committees. (See Interdepartmental Advisory Committees, page 26.) The Commission also seeks opportunities for productive dialogue with other parties, including members of Parliament, Public Service unions, and the commissioners of provincial and territorial public services. However, such consultation cannot remedy the particular structural defects, duplication and the confusion that have been described earlier

### **Toward Legislative Reform**

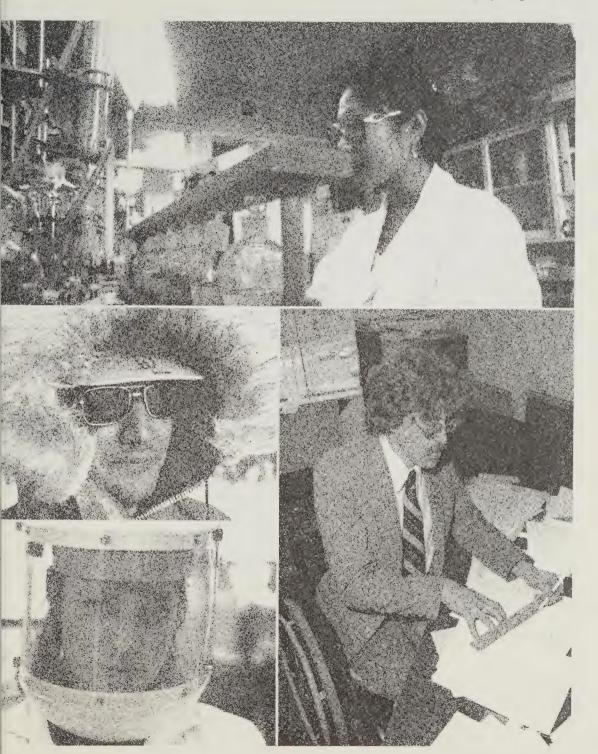
The challenges facing the Public Service require that the ability to adapt to change be enhanced without any loss in effectiveness. If this objective is to be achieved, management systems and organizational patterns must serve to reinforce positive attitudes among managers and all public servants. The administrative reform represents an important first step in that direction by emphasizing and relying on the quality of human resources in the Public Service. Nevertheless, the time is approaching when the Public Service personnel management function as a whole will have to be re-examined to bring the administrative reform to a successful conclusion and to maintain the impetus given to the management of human resources in the Public Service. Legislative changes will have to be considered.

To provide a basis for discussion on this subject, the Commission suggests that the following points be considered.

- The preamble to a new legislative framework should state the general principles of management in the Public Service as well as the ethical standards to be followed by every public servant.
- The new legislative framework should provide general guidelines rather than specific provisions which soon become outdated and then obstruct rather than aid the achievement of legislative objectives.
- The legal framework should allow for specific applications of the merit principle.
- Regulations for the application of merit should continue to remain under the regulatory authority of the Commission.
- All personnel management functions should be included in a new legislative review. In this way, the impact of specific decisions on the whole process of personnel management can be evaluated adequately; the various aspects of personnel management can be integrated properly; and the roles and responsibilities of the various agencies involved can be delineated clearly, thus strengthening accountability.

Legislative changes based upon these general principles would make it possible to continue to adapt the staffing system to the needs of the Public Service and to the expectations of the various groups in Canadian society. In the Commission's view the ultimate purpose of legislative reform should be to establish the means of promoting excellence in the Public Service, encouraging dedication and a sense of mission among public servants generally and strengthening the mutual respect and confidence of the Canadian people and the Public Service.

### **Applying Merit**



### Promoting

Nineteen eighty-three marked significant developments in the Public Service Commission's drive to eliminate subsisting barriers to the employment and advancement of handicapped persons, women and indigenous people and to ensure equal opportunity in the Public Service.

The government, with its announcement in June 1983 of a Public-Service-wide affirmative action program, has placed new emphasis on the development and implementation of equal opportunity measures and on strengthening the infrastructure in which these activities function.

From the inception of the affirmative action pilot project in 1980, the Commission has participated in the development of techniques which now are being implemented throughout the Public Service. It has assisted the pilot program steering committee in the development of a distinctly Canadian approach to the identification and elimination of discriminatory practices in the workplace.

The Commission views the current affirmative action program as an important step in the evolution of measures designed to ensure effective equality of opportunity rather than as a move in a new direction. The systematic process of human resource utilization and planning within the affirmative action program places special emphasis on equal opportunity measures and highlights the fact that programs and planning for underrepresented groups are central elements of effective management.

The question has often been asked, "Does affirmative action contravene merit?" It cannot be overemphasized that the affirmative action program implemented in 1983 does not conflict with merit, which requires that only qualified persons be appointed. The program is designed to eliminate unwarranted barriers to employment and to increase the participation of handicapped persons, women and indigenous people through improvements in human resource planning and management.

In addition to affirming the merit principle, the Public Service Employment Act specifies that in prescribing and applying selection standards, the Commission " ... shall not discriminate against any person by reason of race, national or ethnic origin, colour, religion, age, sex, marital status, family status. disability or conviction for an offence for which a pardon has been granted. " The obligation of the Commission not to permit the application of selection standards that would result in preferential treatment provides the most effective protection against discrimination in recruitment and selection, and guarantees equality of access to jobs in the Public Service. This is another guarantee that only qualified individuals are appointed to the Public Service.

"The examinations are open, in respect to all positions in the departments in Ottawa, to any and all residents of Canada, and, in respect to positions in a province, to any and all residents of that province. There is entire equality of opportunity."

(Annual Report, 1918)

Notwithstanding, Parliament has provided that with the approval of the Governor in Council, the Commission may exclude persons or positions, in whole or in part, from the operation of the Act. Thus, where the Commission judges it to be in the best interests of the Public Service, and when it is not practicable within the parameters of the Act to apply other measures, preferential access to employment may be granted. Exclusion Approval Orders for qualified, mentally handicapped persons; for qualified women in custodial positions with Correctional Service Canada; and for the recruitment of qualified indigenous people to developmental assignments in Indian and Northern Affairs Canada are examples where preferential measures have been used.

These measures must be treated as special and limited in coverage and duration. In the Commission's opinion, their general use would not be in the best interests of the Canadian people, the Public Service, or even the target groups in question. Selection and recruitment according to merit, as determined by the objective assessment of each individual's ability to perform the duties of the position, must remain the rule. The merit principle leaves no room for quota systems and general preferences. Even if quotas were permitted, sound management suggests they be avoided, for meeting quotas by any means would tend to become the manager's prime concern and the truly essential objective — that of achieving an equitable representation of well-qualified Canadians from all groups - might be set aside.

The Commission considers that numerical objectives for the increase in the representation of women in the Management Category and numerical objectives which will be developed as part of departmental human resource plans must be used only as tools for establishing employment strategies for underrepresented groups, such strategies to be implemented in full respect of the merit principle.

### Measures to Ensure Equality of Opportunity

In support of the affirmative action program and in cooperation with Treasury Board Secretariat, the Commission has developed a series of special measures for handicapped persons, women and indigenous people. In addition to these initiatives, the Commission continues to direct considerable attention to its many existing equal opportunity programs in the Public Service.

#### Handicapped Persons

In 1981, the International Year of Disabled Persons, the Commission formalized its recruitment and referral services for handicapped persons seeking employment in the Public Service.

"The pilot project announced in December 1967 to provide for the employment in the Public Service in the Ottawa area of mentally retarded persons has been implemented." (Annual Report, 1968)

#### General services

The Commission carries out a number of activities under its Program of Services to Handicapped People. Regional coordinators seek out qualified, handicapped persons and enter their applications in inventories which are shared with departmental staffing officers to ensure the widest possible exposure to job opportunities.

Other on-going activities include: distributng job information and advertising in approoriate formats, providing advisory services
to departments on such matters as methods
of testing and the use of work-essential
rechnical aids and conducting information
sessions on the employment of handcapped persons.

#### Special Access

On behalf of the Treasury Board and in cooperation with its Secretariat, the Commission launched the Access Program for Handicapped People. The program, with a life span of five years, provides on-the-job raining and orientation to physically handicapped persons who, though qualified in other respects, lack relevant work experience. As an incentive, the program provides person-years and salary dollars to paricipating departments. Participants are appointed to departments for on-the-job

training after which it is expected that they will qualify for and be offered continuing employment in the sponsoring department.

The Commission also has established a central bank of sophisticated work-related technical aids for persons participating in the Special Access Program. Among them are: a talking micro-computer used by the visually impaired; a self-elevating wheelchair that allows access to high shelves; a special split-screen television reading system; and a portable FM transmitting and receiving system that provides amplification of a speaker's voice for the hearing-impaired.

Although only a few months in operation, early results of the Special Access Program are encouraging. This year, 69 handicapped persons were employed as a result of the program and another 424 as a result of the Commission's continuing activities (table I).

#### Women

Although equal opportunity programs for women have met with a general measure of success, progress in certain areas such as the advancement of women to upper management levels has been limited. In these circumstances, measures were taken to increase the representation of women.

"There would be difficulties also, some of them, it is true, the result of prejudice, but none the less real, were a women to be appointed to administer an office or section of a department involving the control and direction of a number of male clerks." (Annual Report, 1909)

This year a completely new program designed to improve the representation of women in the Management Category was

introduced. At the end of 1983 women comprised 5.9 per cent of the Management Category, while they accounted for 40.6 per cent of the entire Public Service.

"It is freely admitted that there are women who have quite as good executive ability as men and who might, on the mere ground of personal qualifications, fill the higher positions in the service." (Annual Report, 1909)

Emphasis has been placed on career planning and counselling for women. A special national recruitment program was undertaken to identify women occupying executive level positions outside the federal Public Service who may be interested in opportunities in the Management Category.

These measures, combined with the continuing and new programs and activities of the Commission and departments, will be instrumental in meeting the numerical objective for the participation of women in the Management Category announced by the government in October 1983. The objective to increase the number of women in the Management Category from 217 in 1983 to 475 by 31 March 1988 can be accomplished through good management, assisted by measures such as the Women's Career Counselling and Referral Bureau, described further in this report.

#### Equal Opportunities

The Office of Equal Opportunities for Women, established well over a decade ago, continues to review staffing policies and procedures; design and develop programs for women; and disseminate pertinent information to women employees and applicants to the Public Service. The office continues to undertake representational and liaison functions. The range of activities carried out in 1983 includes the monitoring of

able I

lumber of appointments of handicapped persons to the Public Service by level, type of employment, and location, 1983

	Type of employment		Location			
evel.	Term*	Indeter- minate	Total	National Capital Region	Other	Total
Officers	80	36	116	50	66	116
Support staff	272	36	308	190	118	308
otal	352	72	424	240	184	424

referrals from the applicant inventories; the establishment of an inter-departmental task force on microtechnology in the workplace; and cooperation in the development of a project to determine whether or not women are arbitrarily screened out during the competitive process, and if so, at what stage. The Office of Equal Opportunities for Women also conducted numerous training and information sessions for managers and other departmental employees. Some of the topics addressed were: women and microtechnology, part-time work, career planning and introduction to computers.

#### Career Counselling and Referral

The Women's Career Counselling and Referral Bureau, established by the Commission in 1983, provides a career counselling service for women within the Public Service at one and two levels below the Management Category and for women at three levels below who have been identified as having high potential to reach the category. This counselling service is also extended to women holding senior positions in the private sector who are interested in a management career in the Public Service. The referral services provided complement the counselling services by referring women candidates to vacant positions at one and two levels below the Management Category; by referring women with high potential to positions in groups and levels where women traditionally have been underrepresented: and by encouraging departments to assign women as temporary replacements for managers on leave or assignments.

"By 1973, all recommendations of the Report of the Royal Commission on the Status of Women which pertained to Commission responsibilities had been implemented." (Annual Report, 1973)

Although the bureau was in full operation for only a few weeks in 1983, it counselled 177 women and referred 8 for appointment to the Management Category.

In addition, the Commission and the Treasury Board Secretariat have indicated that each session of the senior management orientation course offered by the Commission will be open to a certain number of women occupying positions one level below senior management.

#### Indigenous People

In the autumn of 1983 the Commission, on behalf of Treasury Board, officially launched the new National Indigenous Development Program which, together with the Northern Careers Program and the Office of Native Employment, provides a full range of activities to ensure that indigenous people have full access to Public Service jobs.

"In November 1971, the Commission announced a special program to help resolve problems relating to the employment of Native people."

(Annual Report, 1971)

#### Office of Native Employment

The Commission has made continuous efforts to increase managerial awareness of its guidelines and programs and the established policies of the government in support of increased participation of indigenous people. The Office of Native Employment holds sessions to inform managers and personnel officers on the best ways to implement the Commission's policies in order to support the objectives of the government concerning indigenous people, their cultures and aspirations. The Office of Native Employment assists departments in the planning of exhibits for equal opportunity days, and participates as a resource centre for information on indigenous people and work. It also advises prospective native employees on recruitment procedures, job readiness, career development, training programs and ways to maximize their Public Service career opportunities.

This year the Commission integrated the inventory of candidates of the Office of Native-Employment with other inventory systems, thus increasing the opportunity for indigenous candidates to be considered for all positions for which they qualify.

#### Careers in the North

Since its establishment in 1974, the Northern Careers Program has attracted over 300 indigenous participants from the North. This program provides indigenous people with training and career development opportunities in order to increase their participation in departments operating in the northern parts of Canada.

At the end of 1983, there were fifty-eight participants in the program. Over the next two years, the program will be modified so that departments providing on-the-job training opportunities for participants will share equally with the Commission the cost of person-years and salaries of participants. This modification will increase the potential number of participants in the program at any one time to a maximum of ninety-one.

The Northern Careers Program is operated through offices located in Whitehorse and Yellowknife. This year the Commission received additional resources for the establishment of a third office in Frobisher Bay to improve the services provided to the eastern Arctic. This office will open in early 1984.

#### A National Program

The National Indigenous Development Program was launched by the Commission in 1983, in accordance with a government decision and in cooperation with the Treasury Board Secretariat and the national indigenous associations. This program responds to the long-identified shortage of indigenous people in managerial ranks and is aimed at status and non-status Indians, Métis and Inuit who aspire to and have the abilities to meet the requirements of managerial positions in the Public Service. Participants may remain in the program for approximately two years during which time, through assignments of a managerial nature, they develop the skills and qualifications required to compete successfully for management positions in the Public Service. Formal training, work assignments, counselling and career planning assistance are the main features of the program.

#### **Black People**

The Commission continues to promote the recruitment of Black Nova Scotians for Public Service jobs. This year 44 Black candidates were referred to officer-level positions in federal departments in Nova Scotia, compared to 35 in 1982. Of this number, 12 qualified. The number of Black people appointed to Public Service positions in Nova Scotia during the year was 216, compared to 175 in 1982.

"The Commission's Atlantic Regional Office established the Black Employment Program in 1973 ... to eliminate barriers to the full participation of Blacks in the Public Service." (Annual Report, 1977)

Among the activities undertaken during the year were: the publication and distribution within the Nova Scotia Black community and in departments of the first Black Employment Program brochure and poster; the publication of newsletters on career and employment opportunities; the organization and conduct of briefing sessions and workshops; and a staffing course to increase the awareness of departmental managers and equal opportunity representatives in matters of concern to the Black community; and promotional activities to enhance the recruitment of Black people.

In cooperation with the Nova Scotia Civil Service Commission, a career seminar was held for high-school teachers and guidance counsellors to provide information on the career and employment opportunities available federally and provincially. Preliminary statistical data were compiled through a departmental survey of Black public servants in Nova Scotia which will serve as a basis for future annual surveys to chart the career and employment progression of Black public servants.

### In Support of Affirmative Action

As was indicated earlier, the Commission has been active from the outset in contributng to the design and development of a disinctly Canadian approach to affirmative action which emphasizes integration with he human resource planning process. In 1983, with the service-wide expansion of affirmative action, the Commission prepared and distributed a number of the tools essenial to its success including availability estimates which are statistical studies designed o estimate the supply of qualified persons; statistical forecasts designed to estimate vacancy rates and the impact of vacancy ates on the representation of target group nembers; and data reports to help departments implement their affirmative action programs. The Commission also assists departments by developing the analytical ools necessary to ensure the success of the affirmative action program. These services continue the Commission's longstanding commitment to equal opportunities.

# A Discourse Billion In-

The Management Category was established in 1981 as a key component of a philosophy of management designed to improve the effectiveness of the Public Service of Canada by identifying a top management group of public servants. This year, the Management Category came a step closer to full implementation. The Treasury Board Secretariat completed conversion of management level positions to the executive group, and the senior management conversion process is now near completion. Altogether, this will bring the final number of positions in the category to slightly less than the 4,000 estimated at the outset.

"The establishment of a management category (is) an essential element in its (the Commission's) strategy to achieve high quality management in the Public Service." (Annual Report, 1980)

The Public Service Commission shares overall responsibility for the management of the category with the Treasury Board of Canada, which has the primary policy role. To ensure central agency consistency, the Senior Personnel Advisory Committee is convened monthly by the chairman of the Commission to advise on developmental and succession planning and recruitment for the uppermost echelons of the category. The committee comprises the secretary of the Treasury Board, the comptroller general of Canada, the senior adviser on personnel management in the Privy Council Office and the commissioners.

The Commission develops policies and provides services for the category through three programs: Resourcing, Interchange Canada and the Career Assignment Program.

#### **Resourcing Program**

Management Category resourcing activities are organized into five portfolios: Economic Development; Government Operations; Social Development; Business, Defence, Transport and Communications; and the External Affairs and International Programs portfolio, which was put in place in 1983.

During the year the program provided a broad range of services including recruitment, appointment, brokerage or the marketing and deployment of individuals, development of resourcing strategies, counselling, and coordination of the mandatory training courses for members of the cate-

gory. A major undertaking was the identification, assessment and implementation of resourcing strategies. Senior departmental personnel were also advised and assisted with respect to the assignment of Canadians to international organizations and foreign governments.

The Management Category Exclusion Approval Order of 1981 provides deputy heads with flexibility in the use of their management team by permitting redeployment between positions, without appeal, provided there is no change in the individual's level. Last year, about thirty per cent of all Management Category staffing actions were by intradepartmental redeployment. This administrative measure not only enables departments to respond to current demands and priorities but also provides members of the category with opportunities to broaden their management knowledge and experience.

In 1983, 1,127 appointments were made to and within the category, including 614 to the executive group and 513 to the senior management group. Of these appointments, 71 were made from outside the Public Service.

#### Resourcing Strategies

Resourcing strategies were established as a joint undertaking with departments. The strengths and weaknesses of management teams within a department or group of departments were reviewed and specific resourcing activities developed to respond to identified needs. Departments were asked to provide succession/replacement plans, along with a list of their employees with high potential for advancement, and plans for increasing the representation of underrepresented groups on their management teams. This service-wide human resource review and analysis resulted in the development of realistic numerical targets for the representation of women in the Management Category.

This year, a new framework was developed to put in place interdepartmental review committees to help the Commission establish individual career paths for executives and senior managers with high potential, such paths to be closely linked to the needs of the Public Service. Senior officials from departments will sit on these committees.

#### Brokerage

Brokerage is carried out as the first step of the resourcing process. Primarily concerned with marketing individuals to departmental managers and developing suitable terms and conditions of assignments, brokerage involves actively searching for new job openings and assignments on behalf of individuals requiring opportunities for development or other reasons. Based on the profile of a position or assignment, portfolio directors present departmental managers with names of individuals from the brokerage list who, through their work history and performance record, have demonstrated the skills required for the position or assignment. Through this approach departmental needs are met in a timely manner, while ensuring effective use of all resources of the Management Category.

#### International Assignments

The fifth portfolio - External Affairs and International Programs - includes the International Assignments Program which was established in 1978. This portfolio is responsible not only for staffing Management Category positions at External Affairs Canada, but also for continuing current activities aimed at improving Canadian representation at senior levels in international organizations and foreign governments. Such representation contributes to the enhancement of international relations, the transfer of knowledge and technology and the enrichment of participating individuals and organizations. Among the forty-one senior positions abroad to which Canadians were appointed in 1983 were the posts of Director, International Year for Shelter of the Homeless, in Nairobi; Director, Policy Development and External Relations for the World Food Council, in Rome; Director, External Review and Evaluation, Inter-American Development Bank, in Washington D.C.; Chief, General Administration of the International Social Security Association, in Geneva; and Head, Division of General Trade Policy and Related Issues, Organization for Economic Cooperation and Development, in Paris.

#### Interchange Canada Program

Integrating international assignments within the Resourcing Program enabled Interchange Canada this year to concentrate exclusively on exchanges of Public Service executives and senior managers with counterparts from the domestic private sector, the academic community and provincial and territorial governments.

Since 1971, the interchange program has promoted, planned and administered the temporary exchange of senior personnel between the Public Service and other public and private sector organizations for the purpose of developing and strengthening mutual trust and cooperation. There were 319 participants in the program in 1983.

"The interchange program between the public and private sectors began in August 1971. It fosters improved communications between the federal government and outside organisations..." (Annual Report, 1972)

"Linking Canada's New Solitudes," a study of the Interchange Canada Program published in July 1983 by the Conference Board of Canada, concludes that in so far as conflict arises from a misunderstanding of the goals, motives and pressures facing executives in the public and private sectors, a program such as Interchange Canada contributes positively to easing tensions between business and government.

Introduction of the Management Category has placed greater emphasis on the planned movement of senior personnel to improve the quality of management in the Public Service. Intra- and inter-departmental redeployment plays a major role in that regard. Greater cooperation and consultation between Interchange Canada and the Resourcing Program have also furthered this objective. In 1983, an interprogram committee was formed to review individual cases, establish joint resourcing strategies and explore ways of fostering even closer integration of the objectives of the programs.

#### **Career Assignment Program**

Established in 1968, the Career Assignment Program (CAP) has served as a stimulus for departments to identify employees with high potential at middle management levels. It has also been made available to a limited number of qualified nominees from municipal, provincial and foreign governments, the Canadian private sector and universities. The Career Assignment Program assesses the potential of candidates to perform at senior management and executive levels and offers those selected an integrated program of education, counselling and planned work assignments. The program has been successful. Over seventy per cent of graduates have entered the Management Category or equivalent levels of the Public Service.

In 1983, agreement was reached with the four western provincial and the two territorial governments to expand CAP to western Canada on an experimental basis. An oper ational base will be established in Edmontcearly in 1984, providing more timely and effective service to federal departments an western participants. The first western man agement course is planned for the spring o 1985.

During the year, 34 persons entered the Career Assignment Program, bringing to 1,126 the total number of participants since it began. The program has also been successful in training and developing members of underrepresented groups, particularly women, to senior management levels. Of th 227 women now at executive and senior management levels, 38 are former CAP pai ticipants. During the past six years, women have averaged thirty-three per cent of participants in the program. For the first time, this year women accounted for the majority of new participants in one of the two CAP management courses. At year end, the pro gram had 154 participants of whom 60 wer women and 63 were francophones.

"The Career Assignment Program, after its second year of operation, is quickly becoming recognized as a major effort by the Public Service Commission and Treasury Board to groom promising public servants for top management positions." (Annual Report, 1969)

As an alternative to its own management course, CAP recognizes development programs offered in Quebec City, and in the United Kingdom, France and Belgium. Participants then begin the assignment phase of the program. Departments nominate caldidates and final selection rests with a senior interdepartmental review board. In 198 one employee was selected to attend l'École nationale d'administration in Paris and two management trainees from that institution were on short-term work assignments in Canada.

#### Juilling and Human Resource Janaugment

Government-wide restraint measures were a major factor in staffing in 1983. Appointments dropped from 100,041 in 1982 to 86,588 in 1983, a decrease of 13.4 per sent. Of this number only 10,066 were appointments from outside the Public Serrice although the Commission received 70,190 job applications, not counting applications received by the Management Category Programs Branch of the Commission and Employment and Immigration Canada.

sppointments without competition rose om 19,003 in 1982 to 34,264 in 1983. This mainly due to an increase in the number reappointments without competition of arm employees of more than six months om 2,656 in 1982 to 18,064 in 1983. hese changes are the result of a new Comission policy relating to term employees hich allows their reappointment to the ame position without competition before he end of the employees could not be repointed before their term had expired and ere then considered to have been pointed from outside the Public Service.

#### eview of the Staffing System

s part of the Commission's continuing view of the staffing system, a complete vision to clarify, simplify, and make the ublic Service Employment Regulations asier to understand, apply and enforce, as undertaken in 1983. The proposed nanges will be discussed with department representatives and bargaining agents uring 1984.

Inile this review was underway, schedule 1 fthe Regulations was amended to help orrectional Service Canada administer robation for the correctional group. In ddition, section 44 will be amended early in 984 to permit an extension of the period in hich employees may appeal against lease or demotion for incompetence and capacity, where there are extenuating cirumstances. This should reinforce equity in affing.

Absection 12(2) of the Public Service imployment Act was amended as a result of amendment to the Canadian Human lights Act. This subsection prohibits disfimination on the grounds of race, national ethnic origin, colour, religion, age, sex, arital status, family status, disability, or invoiction for an offence for which a pardon as been granted. However, a limiting subsection, 12(2.1) was added to the Public prvice Employment Act to allow the

application of selection standards on these grounds where they constitute *bona fide* occupational requirements of a position.

The Commission has also taken initiatives to simplify the hiring of persons for short-term employment in certain occupational categories or groups. Based on the positive experience of a pilot project launched in National Defence in 1982, the Commission obtained Governor in Council approval to grant Public Works Canada; Energy, Mines and Resources Canada; and National Defence an exclusion from the provisions of the Act for appointments of less than six months. This exclusion, granted at the departments' request and which will be in effect for two years, permits direct recruitment and speeds up the hiring process. It should be noted that persons hired under this exclusion order are not eligible to enter closed competitions. (See Group Exclusions, page 26.)

"The merit system ... is concerned with employment, the maintenance of an efficient personnel under the responsible ministers of the Crown so that government undertakings, whatever they may be, shall be well done, so far as loyal and competent administration is concerned."

(Annual Report, 1918)

In December 1981, the Commission offered departments increased staffing authority and the use of the Commission's Management Resources Information System (MRIS) for departmental staffing and human resources planning. To facilitate the use of this increased authority, the Commission is in the process of decentralizing terminal access to its computerized information system, thus establishing a direct link between departmental staffing and human resources planning requirements and information contained in the MRIS data bank. The Office of the Comptroller General of Canada and the Treasury Board Secretariat have been given direct access in order to assist in the management of the personnel administration and financial administration groups.

For the purpose of evaluating the benefits to departments of decentralized access, this year the Commission introduced pilot projects in Employment and Immigration Canada and National Defence. These departments were allocated an on-line link to the MRIS staffing module via video terminal. This allowed access to employee MRIS file information. It also allowed access to the MRIS human resource planning module, enabling the departments to evaluate and retrieve departmental or Public-Service-wide statistical data.

In the Commission's 1982 annual report, mention was made of the launching of a pilot project in Public Works Canada to establish a staffing system tailored to the department's needs. This project is now in the implementation phase. During 1983, Public Works instituted a system to inform employees of short- and long-term anticipated vacancies. In addition, the Commission permitted the department flexibility in establishing areas of competition and reached an agreement to improve the effectiveness and efficiency of external recruitment. The department also took steps to ensure its employees and managers are kept informed of the implementation and impact of these new measures.

#### **Staffing Officer Development**

Following the 1981 Treasury Board Secretariat's Study Group Report on Improved Personnel Administration in the Public Service, the Commission sought ways to contribute to the implementation of recommendations made in areas related to staffing. Thus in 1983, as a result of discussions with departments, the Commission made major changes to its training programs for staffing specialists to increase their consulting and problem-solving abilities. The outcome has been a modified training program for newly appointed staffing officers which incorporates a new professional staffing course. A new training course for experienced staffing officers has also been designed. These courses were offered four times in 1983.

Evaluation of these courses and feedback from the personnel community in general, and staffing specialists in particular, suggests that the Commission is succeeding in enhancing the professionalism and productivity of staffing officers in the Public Service.

#### **Testing Services**

Over the year, some 44,669 tests and examinations for purposes of selection and guidance were administered. The Commission has also been actively engaged in developing new types of assessment instruments for staffing, focussing mainly on the evaluation of managerial skills and abilities, as well as on the abilities required of professionals in the areas of finance and personnel. Increased use is being made of these assessment instruments not only for staffing purposes but also to assist with the selection of employees for developmental opportunities related to affirmative action, human resource planning and career management.

From 1908 to 1920, examination papers were included in the Commission's annual reports. A sampling of the questions used for recruitment is presented below.

#### **Priority Placement**

In 1983, the chairman of the Commission and the secretary of the Treasury Board wrote to deputy heads of departments to seek their cooperation in placing surplus employees. In anticipation of the impact of government restraints, the Commission also took steps to increase the effectiveness of its priority clearance system. In regions that had a heavy concentration of surplus employees in certain occupational groups, the Commission concentrated its efforts on finding assignment opportunities. Special emphasis was also placed on retraining, and the priority clearance system was used to identify positions for which surplus employees could qualify if given training.

Reorganization and decentralization in a number of departments were the main causes for the substantial increase in redeployment of staff. The 1,566 employees declared surplus in 1983 for reasons other than privatization represent an increase of seventy-five per cent over the preceding year. In table II, most of these employees appear under the heading of surplus employees for reasons of reorganization (875) and decentralization (419), for a total of 1294. The other 272 employees are integrated under lay-off, as their status change during the year. The number of employees entitled to other types of priorities has also increased

In 1983, a total of 39,327 clearances for indeterminate positions were issued to departments, a decrease of 14,590 when compared with 53.917 in 1982.

#### Spelling

· Copy the following, correcting the errors in spelling:

He was a man of grate forse of charactar, unflinching currage, much wurldly shreudness, with a bisness fakulty allmost amounting to genious. At one perriod, his time was ingrossed buy cevere and continuous labor, ocassioned by the organising and kondukting of his noomerous manufactories, sumtimes from fore in the morning till nine at knight

#### English Grammar

- · Give the comparative and superlative of remote, balmy, sad, cruel, singular, night
- . Show in what respect the following sentences are incorrect and correct them
- Some men are so obtuse that they know scarcely that temperance is a virtue. He asked me what is the cause of the leaves curling.
- Of all other crimes, wilful murder is the most atrocious
- Parse the following sentence: The march of the Greeks was through an uncultivated country, where savage inhabitants fared hardly, having no other riches than a breed of lean sheep, whose flesh was rank and unsavoury, by reason of their continual feeding upon sea-

#### English Composition

- Write a letter to a friend, selecting one of the following subjects. The letter should contain not less than 250 words

  - The Aeroplane in War
  - Food Control in Canada to Win the War.
  - Christmas in a Canadian Home

#### Arithmetic

- A grocer bought 20 cases of eggs, each containing 30 dozen, at 27 cents a dozen. He paid 19 cents a case to have the eggs shipped to him. He sold them at a total gain of \$23,00. What price per dozen did he charge, if there were a dozen unsaleable eggs in each case'
- The exports of Canadian produce for May, 1915, and May, 1916, are given in the table

May, 1915	May, 1916
\$ 76,033,299	\$107,482,272
	299,035,751
	68,727,974
	23,103,465
	52,316,834 261,999,746
980,567	7,917,394
	\$ 76,033,299 135,374,932 52,604,187 19,953,656 42,896,032 104,589,832

- What was the total for May, 1915? What was the total for May, 1916?
- By how much did the total for May, 1916, exceed the total for May, 1915?

· Name two or more cities or towns in Ontario where the manufacture of each of the following is an important industry: Furniture, Pianos, Electrical Machinery, Farm Implements Steel Bridges, Locomotives, Railway Cars, Automobiles, Carriages, Bicycles, Stoves, Flour, Oatmeal, Canned Foods, Cured-Meats, Cottons, Woollen Goods, Rubber Goods, Boots and Shoes, Salt.

- Explain
  - Why Port Arthur and Fort William need such large grain elevators as they have.
  - Why Edmonton is the centre of a large fur trade
  - Why Prince Albert holds a leading place in the production of lumber in the Province of
  - Why Dawson City has twenty hours of sunshine a day in June.

#### Economics

- · Explain the following terms: Value, capital, seigniorage, Gresham's Law, clearing-house, legal tender, incidence of taxation.
- · What are the chief causes of the recent rise in prices?

#### History

· Write brief notes upon any five of the following: Isaac Jogues, Dulac des Ormeaux. De Courcelles, Bigot, Father Hennepin, Governor Simcoe, Lord Selkirk, Wolfred Nelson, Joseph Howe, Cecil Rhodes, Lord Salisbury and Sir Walter Raleigh.

#### English Literature

In the case of each of the following works, name the author and mention one other work, either prose or poetry, by the same author: The Two Dogs, Heroes and Hero-Worship, Pendennis, Nicholas Nickleby, Romola, King is Ovn, The Cloister and the Hearth, The Deserted Merman, Plain Tales from the Hills.

#### Translation (into French)

"I have now described my first loves, my happiness and my misery, and my first journey into Italy. Since that time, Italy became my own country, or, at least, the country of my affections. But my life was about to change entirely."

#### Philosophy

- · What is reasoning? What is a Syllogism? What are the rules of the Syllogism?
- What is Evidence? and show that Historical Evidence gives moral certitude.

- What are the psychological features of creative imagination?
- Discuss the statements
  - Imagination has its place in scientific method.
  - Much of the wrong-doing of the world is due to lack of imagination.
- · Discuss: "Instinct is the voice of past generations reverberating like a distant echo in the cells of the nervous system

- · Explain the nature of evil.
- · Show that the ultimate end of Man is happiness, and that he cannot attain this happiness on
- · Prove that marriage is by its nature indissoluble.

he efforts made in 1983 resulted in the lacement of 1,839 persons entitled to a riority, an increase of sixty per cent over he figures for 1982.

#### ost-Secondary Recruitment

he annual recruitment campaign for foreign ervice officers was cancelled for the first me as a result of the small number of availple positions. There was also a significant ecrease in the number of appointments in uditing, accounting and pure and applied biences.

uring the year, the Commission received 9,821 applications from university gradues, a 62.7 per cent increase over those ceived in 1982. Appointments dropped om 909 in 1982, to 522 in 1983, a screase of 42.6 per cent. Of those popinted in 1983, 29.7 per cent were fransphones and 42.1 per cent, women.

The departments of the Secretary of State, Justice, Agriculture, Insurance, Environment, National Defence, Veterans Affairs, Health and Welfare, and Transport have been delegated authority to recruit graduates for certain occupational groups. These departments appointed 195 graduates to positions in translation, law, agriculture, veterinary science, actuarial science, meteorology, defence science, nursing and air traffic control.

Applications from community college and CEGEP graduates decreased, partly because of reduced on-campus recruitment activities. Applications were solicited only when positions became available. In 1983, 802 applications were received, compared to 3,515 in 1982, a decrease of 77.2 per cent.

Community college and CEGEP graduate appointments dropped by 66.7 per cent. Of the 110 community college and CEGEP graduates hired, 17.3 per cent were francophones and 39.1 per cent, women.

For the second consecutive year, the number of applicants for career-related positions increased dramatically. The number of postsecondary students applying to the Career-Oriented Summer Employment Programs (COSEP) rose to 62,028, an increase of 41.3 per cent over the 43,906 in 1982. Special funding under the Summer Canada Student Employment Program accounted for 3,695 of the 6,355 career-related positions filled under COSEP. This represents an increase over last year of 35.5 per cent in funded positions. The Summer Student Customs Officer Program accounted for 447 of the COSEP positions, an increase of 17.3 per cent. The Commission entered into a task-sharing agreement with Employment and Immigration Canada for the Student Placement Officer Program through which post-secondary students are selected to work in employment centres for students. This year, 1,233 of these positions were filled. The remaining 980 COSEP positions were those regularly budgeted for by departments.

Of the total 6,355 post-secondary students appointed through COSEP in 1983, 1,835 or 28.9 per cent were francophones and 3,137 or 49.4 per cent, women.

In 1983, the Public Service was again the major employer of students enrolled in cooperative education programs at post-secondary institutions across Canada. However, restraint measures were responsible for a decrease of 14.2 per cent in the total number of appointments. Of the 967 CO-OP students appointed in 1983, 241 or 24.9 per cent were francophones and 289 or 29.9 per cent, women.

#### ıble II

#### umber of employees entitled to priority status, by reason, 1983

	Right to Priority			
ason	Exercised	Not Exercised	Total	
ave of absence—returnees or placements	347	36	383	
nisterial staff	13	3	16	
y-offs				
Reorganization	258	67	325	
Privatization	147	496	643	
Decentralization	107	46	153	
rplus				
Reorganization	800	75	875	
Privatization	3	2	5	
Decentralization	379	40	419	
successful language training	25	3	28	
Finstatement	114	9	123	
Flocation of spouse	405	20	425	
ital	2,598	797	3,395	

Administrative Trainee Program

In 1983, 93 administrative trainees were appointed of which 57 were recruited upon graduation from university and 36 selected through departmental competitions. The 93 appointments represent a substantial decrease, from 183 such appointments in 1982 and 217 in 1981.

**National Applicant Inventory System** 

In October 1983, the Commission implemented the computerized National Applicant Inventory System in five of its regional staffing offices. The other two regional offices are scheduled to go on line early in 1984. With the implementation of this system, the Commission has at its disposal a sophisticated human resources management tool that will enhance its role in providing a professional recruitment and referral service.

This Canada-wide service will give staffing officers direct access to files on more then 20,000 applicants across the country. As for the Canadian public, a direct benefit of the system is that persons seeking federal Public Service jobs in any part of the country need only apply once to any of the Commission's offices. Thus, the system supports in a very practical way the intent of the Canadian Charter of Rights and Freedoms with respect to employment mobility.

#### **Recruitment Advertising**

It was still difficult to recruit specialists such as research scientists with a high level of expertise in areas such as marine biology, permafrost physics and electronic engineering. To reach these specialists, greater use is now being made of professional and technical journals, association newsletters and bulletins. Usually the cost of this type of advertising is considerably less than that of traditional newspaper advertising.

#### **Human Resource Planning**

A major effort was made during the year to develop support for strategic human resource planning in departments. The Commission evaluates the human resource management objectives of departments and provides advice and assistance on how these objectives may be achieved.

Jointly with the Treasury Board Secretariat, the Commission has designed modules for a new training program for human resource planning officers. In addition, the Commission is fostering a network of human resource planners for the exchange of information and for upgrading the skills and competence of practitioners in the specialty. Three workshops were conducted during the year.

Other activities include the co-sponsoring with Treasury Board Secretariat of a business meeting and seminar focussing on the integration of human resource with strategic and operational planning, and the production of a glossary of standard human resource planning terms and definitions to be included in the next edition of the Public Service personnel administration lexicon. A handbook on human resource planning processes and techniques is being compiled, and a quarterly newsletter is being produced on behalf of the interdepartmental human resource planning committee.

Throughout the year, the Commission has worked extensively with departments on data analysis and the presentation of statistical information in order to identify and solve problems and to develop policies with regard to human resource planning. Much of this work involved the use of computerized forecasting models, some specifically designed for projections on affirmative action programs.

Other measures include the development of a new system containing data on the entire population covered by the *Public Service Employment Act*. This system, presently being tested, will provide quarterly updates on significant characteristics of the *Public Service* work force.

#### Official Languages

In the past year the Commission implemented two new measures to facilitate the staffing of bilingual positions. One authorizes selection boards to assess the second language proficiency of candidates recruited from outside the Public Service to fill bilingual positions for a period of less than six months. The other extends the Language Knowledge Examination (LKE) validity period to three years for bilingual employees not trained at public expense. The Commission also is studying the possibility of extending the LKE validity period for employees trained at public expense.

"All examinations under this Act shall be held in the English or French language, at the option of the candidate." (Civil Service Act, 1908)

Throughout 1983 the Commission continued to revise its second language tests to improve their relevance for assessing communication skills in the workplace. After the revision phase, the new tests will undergo a series of validation studies. Information sessions for managers and employees, and training sessions for language assessors will also be held. It is expected that the new tests be implemented in the fall of 1984.

The Commission has also evaluated the measures implemented in 1982 to expedite assessment of the second language learning abilities of candidates to be appointed to bilingual positions. This study revealed that in approximately fifty per cent of all cases, the new measures significantly reduced delays related to this phase of the staffing process. (See The Guidance Process, page 36.)

"No appointment ... shall be made to a local position within a province ... unless the candidate or employee has qualified ... in the knowledge and use of the language of the majority of the persons with which he is required to do business." (Civil Service Act, 1938)

In 1983, 59,491 anglophones and 26,381 francophones were appointed to and within the Public Service. The proportion of francophones appointed rose by 2 per cent despite an overall decline in appointments. The effects of this increase were felt primarily in the National Capital Region, New Brunswick and to a lesser extent in Prince Edward Island. At the end of 1983, francophones accounted for 27.4 per cent of all employees in the Public Service.

Anglophone representation in Quebec showed a slight decline in 1983 although it stabilized itself in the latter part of the year. The situation is being closely watched by the Treasury Board Secretariat and the Commission who have spared no effort in bringing this matter to the attention of managers and personnel recruitment officers.

There continues to be a lower representation of francophones in the Management, Scientific and Professional, and Technical Categories than in the Public Service as a whole. However, some slight gains have been made in each of these categories. (See table 13, page 70).

The proportion of persons appointed to bilingual positions for an indeterminate period who met the second language requirements continued to increase: 81.8 per cent met second language requirements at the time of appointment and the proportion of persons appointed requiring language training declined by almost 2 per cent.

The number of appointments to bilingual positions declined from 20,116 in 1982 to 17,912 in 1983. In 1983, imperative staffing was used for 35.7 per cent of appointments

to indeterminate bilingual positions, combared to 29.1 in 1982. This reflects a gradual return to the full application of the merit principle with respect to language.

Taking only the number of appointments resulting from non-imperative staffing actions, the volume has declined from 9.938 n 1982 to 7.442 in 1983. Anglophones continue to represent the vast majority of persons appointed to bilingual positions through exclusion or exemption in a non-imperative staffing process.

The Commission and departments adminislered 18,400 language assessment tests for employees and candidates for bilingual positions.

The Commission processed forty-seven equests for exclusion from meeting the language requirements of bilingual positions staffed non-imperatively on compassionate grounds. Thirty-eight were approved.

n addition. 155 public servants requested \*xtension of the exemption period for meetng the language requirements of their posiions. The Commission granted 121 of these equests.

### Olam Activitie

## Delegation of Staffing Authority\*

During 1983, new delegation arrangements were established and a comprehensive review of departments previously delegated staffing authority was carried out.

The Ministry of State for Social Development, the Foreign Investment Review Agency and the Canadian Human Rights Commission were delegated staffing authority for the first time.

Nine departments, shown in list A, received new delegation instruments. Of these, three were allowed special provisions to tailor their authority to meet particular departmental needs.

#### List A

#### Delegation under the new framework

#### Justice

Continued authority on behalf of the Public Service Commission to recruit lawyers both for departmental needs and for referrals to positions within the law group in other departments, and a special provision to determine whether certain appointments of lawyers to reclassified positions, previously requiring Commission approval, can be made without competition 1983-02-10

Ministry of State for Social Development 1983-02-22

Foreign Investment Review Agency 1983-04-01

National Defence Continued authority to recruit defence research scientists, language teachers and university teachers 1983-07-01

Canadian Grain Commission Special provisions to recruit primary products inspectors 1983-08-22

Agriculture Canada Continued authority to recruit agricultural officers, veterinarians, research scientists and primary products inspectors 1983-09-01 National Museums of Canada 1983-11-01

Employment and Immigration Canada 1983-12-30

Canadian Human Rights Commission 1983-12-22

During 1983 additional authority for staffing senior levels was delegated to one department. This authority was offered in 1981 to most deputy heads by means of a general revision to all delegated authority. List B shows the department receiving authority and the effective date.

#### List B

#### Delegation of authority for senior levels

National Museums of Canada 1983-11-01

Employment and Immigration Canada was delegated authority to recruit and refer students from outside the Public Service for selection and appointment by departments with delegated authority. List C specifies the authority and the relevant effective dates of the special instruments for this purpose.

#### List C

Delegation of recruitment and referral authority to Employment and Immigration Canada

For appointments to departments of secondary and post-secondary students for federal internships, funded by the Summer Canada Program and staffed in accordance with the provisions of the Career-Oriented Summer Employment Programs (COSEP) for which the Treasury Board annually authorizes rates of pay 1983-02-01

For appointments to departments of postsecondary students for all Career- Oriented Summer Employment Programs (COSEP) for which the Treasury Board annually authorizes rates of pay 1983-11-01

Subsection 6(1) of the Public Service Employment Act provides for delegation of staffing authority to deputy heads, subject to terms and conditions established by the Commission.

#### Interdepartmental Advisory Committees

Over the years, the Commission has worked to ensure that wherever possible its efforts are dovetailed into the overall management framework of the Public Service. To that effect it has established two interdepartmental advisory committees:

- the Joint Consultation Committee which provides a forum for discussions among Commission and departmental representatives and Public Service bargaining agents on matters of commons concern, and for the exchange of information and views; and
- the Senior Personnel Advisory Committee which advises the chairman and commissioners on the recruitment, deployment and development of managers at the higher levels of the Management Category.

Other interdepartmental committees on which the Commission serves are listed below.

- The Advisory Committee on Post-Employment Activities Guidelines assists public servants appointed under the *Public Service Employment Act* in interpreting post-employment activities guidelines.
- The Advisory Council on Personnel Policy provides a forum for the exchange of information among the central agencies and departmental management on the development of personnel policies and programs.
- The Committee of Senior Officials is a senior coordinating and advisory committee dealing with the management of senior appointments and significant personnel management policy issues.
- The Staff Training Council advises on Public Service training and developmental needs, policies and programs.
- The Treasury Board Secretariat Advisory Committee advises the Secretary of the Treasury Board on administrative and financial management and personnel policy issues.

#### Exclusions

#### Group Exclusions

Section 39 of the Public Service Employment Act authorizes the Commission to exclude from the provisions of the Act any position, individual or class of positions or individuals, in any case where it is neither practicable nor in the best interests of the Public Service to apply the Act or any of its provisions. Any decision of this type, or revocation, must be approved by the Governor in Council. The following exclusions were made in 1983 in accordance with the provisions of section 39

Order-in-Council No. 1007, effective
 March 1983

The Commission excluded from the provisions of the *Act* all persons employed for a specified period of not more than twelve months during the period 1 April 1983 and 31 March 1984 in the Civilian Temporary Employment Program at National Defence. This order was taken in accordance with the federal government's job creation initiatives for the hiring of a number of persons for term employment during fiscal year 1983/84. By the end of 1983, 3,807 persons had been hired under this order.

 Order-in-Council No. 1008, effective 31 March 1983

The Commission excluded from the provisions of the *Act* certain positions such as that of research assistant at the Canadian Military Colleges of National Defence and ali appointees to such positions on or after 1 April 1983. Due to the constant changes of professional requirements for research assistants, it is not possible to identify either job descriptions or specific project positions, hence, this exclusion approval order to facilitate hiring.

 Order-in-Council No. 1009, effective 31 March 1983

The Commission excluded from the provisions of the *Act* all persons who are appointed for a specific period of less than six months in Public Works Canada, in the Technical, Operational and Administrative Support Categories, and the architecture and town planning and engineering and land survey groups of the Scientific and Professional Category, in the period between 1 April 1983 and 31 March 1985. This order was in answer to specific departmental needs to complete special projects of limited duration, to deal with unusually heavy workloads, and to handle short-term emergency situations.

Order-in-Council No. 1478, effective
 19 May 1983

The Commission excluded from subsection 12(2) of the Act relating to race discrimination, twelve positions in the welfare programs group of the Administrative and Foreign Service Category at Correctional Service Canada, in order to facilitate the appointment of indigenous persons to those positions for a two-year period.

• Order-in-Council No. 2620, effective 24 August 1983

The Commission excluded from paragraph 21(b) of the Act relating to appeals, certain persons who would otherwise have the right of appeal, and from subsections 29(3), 30(1) and (2) and 37(3) and (4) of the Act relating to priority appointments the positions to which 142 persons who have been employed for five years or more will be appointed without competition for an indeterminate period.

• Order-in-Council No. 3031, effective 29 September 1983

The Commission excluded for a period of one year, forty positions in the correctional group of the Operational Category at Correctional Service Canada, from the requirements of subsection 12(2) of the Act relating to sex discrimination, permitting those positions to be filled by women under a special program aimed at reducing disadvantages experienced by women with respect to employment as correctional officers.

• Order-in-Council No. 4096, effective 22 December 1983

The Commission excluded from the provisions of the *Act* all persons who are appointed for a specified period of less than six months in National Defence in the period between 1 January 1984 and 31 December 1985.

• Order-in-Council No. 4097, effective 22 December 1983

The Commission excluded from the provisions of the Act all persons who are appointed for a specified period of less than six months in Energy, Mines and Resources Canada, in the general labour and trades group of the Operational Category within the Surveys and Mapping Branch Annual Field Party program, in the period between 1 January 1984 and 31 December 1985.

#### Personal Exclusions

In addition to the previous exclusions, nineteen persons were excluded from the Act for appointment to Public Service positions for the period specified in the respective exclusion approval orders. An exclusion approval is automatically revoked when the person is appointed to another position whether or not under the Act.

)rder-in-Council lumber	Duration	Name	Title
71	1983-01-12/1984-01-12	de Montigny Marchand	Deputy Minister (Foreign Policy), External Affairs Canada
73	1983-01-12/1984-01-12	Robert Johnstone	Deputy Minister (International Trade) and Coordinator for International Economic Rela- tions, External Affairs Canada
75	1983-01-12/1984-01-12	Gordon Ritchie	Associate Deputy Minister Department of Industry, Trade and Commerce and Regional Economic Expansion
18	1983-03-01/06-30	lan C. Clark	Special Adviser to the Deputy Minister of Communications on Heritage Policy
00*	1983-03-17	Joan Regalbuto	Administrative Officer, Public Service Commission of Canada
314	1983-05-13/1984-05-09	Douglas Love	Federal Economic Development Coordinator
	1983-05-13/1984-04-29	Bruce Rawson	Federal Economic Development Coordinator
61	1983-04-21/1984-04-21	Bernard Drabble	Associate Deputy Minister of Finance
63	1983-05-02/1984-05-02	Patrick Reid	Commissioner General of Expo '86
55	1983-07-01/1984-07-01	Jaffrey Wilkins	Associate Deputy Minister Transport Canada
57	1983-08-01/1984-08-01	Maureen Law	Associate Deputy Minister Health and Welfare Canada
82*	1983-07-14	Mary Elizabeth Day	Clerk, National Defence
86*	1983-07-27	Suzanne Léveillé	Program Officer, Revenue Canada (Customs and Excise)

Order-in-Council Number	Duration	Name	Title /
2452	1983-08-07/1984-08-07	Paul Labbé	Executive Director, Canadian Industrial Renewal Board
2454	1983-08-07/1984-09-01	Thomas Darcy Finn	Head, Planning and Transitiona Group for the Establishment of a Security Intelligence Agency
2562	1983-09-01/1984-09-01	Sylvia Ostry	Special Adviser, Privy Council Office
3256	1983-10-01/1984-01-01	Donald D. Tansley	Special Adviser to the Deputy Minister, Fisheries and Oceans Canada
3480	1984-01-02/31	Robert Johnstone	Special Adviser to the Under- Secretary of State for External Affairs
3483	1984-01-02/1985-01-02	Sylvia Ostry	Deputy Minister (International Trade) and Coordinator for International Economic Rela- tions, External Affairs Canada

<sup>\*</sup> Order taken as a corrective action to an administrative error and allowing the Commission to appoint the employee without competition and without granting appeal rights.

# Leave of Absence for Political Partisanship

Under section 32 of the Act, a public servant seeking to be a candidate in a federal, provincial or territorial election must apply to the Commission for a leave of absence without pay. The Commission may grant the leave if, after consultation with the deputy head, it is convinced that "the usefulness to the Public Service of the employee in the position he then occupies would not be impaired by reason of his having been a candidate for election."

In 1983, the Commission received three requests for leave under section 32 of the Act, all from prospective candidates in provincial elections. The three requests were granted; however, one applicant from Indian and Northern Affairs Canada subsequently withdrew his request.

The other two were from External Affairs Canada and Correctional Service Canada.

### **Revocation of Appointments**

Revocation of appointments can occur under the *Act*:

- under section 6 if the appointment was made under delegated authority and the Commission is of the opinion that the person appointed does not possess the necessary qualifications to perform the duties of the position, or if the appointment contravened the terms and conditions under which the department received its authority. However, if the appointment was from within the Public Service a board of inquiry would be charged with recommending the revocation:
- under section 21 if an appeal against an appointment has been allowed;
- under section 41 if following an investigation a public servant is found to have been involved in a fraudulent practice.

In 1983, seven appointments were revoked, six under section 6 and one under section 21 of the *Act*.

# **Protecting Merit**



### Time Williams of Stringer, of Aust

In 1983, the Public Service Commission replaced its staffing audits and reviews with personnel audits and reviews, integrating additional areas such as staff relations, classification, official languages and compensation. It carries out audits in these areas on behalf of the Treasury Board of Canada by virtue of the agreements reached between the two agencies on their respective roles and responsibilities in personnel management. While reducing the number of audits conducted in departments, this integrated approach helps to improve the quality of audit activities and provides for a review of all the objectives of human resource management. Four personnel audits and reviews, nine staffing audits and reviews, eight post-audits and five special studies were conducted. The Delegation Advisory Committee met six times during the year.

Because of the increasing awareness of staffing as an integral part of the personnel management system, departments now have a clearer concept of merit - its various aspects and the conditions by which it is governed. This is reflected in the quality of departmental audit reports. Nevertheless, in a general sense, control mechanisms are not sufficiently developed and the results of this have been felt over the past year. Though there have been some activities in this area, efforts were not sustained and were at best piecemeal. Effective monitoring programs have neither been developed nor applied. Certain problems, hereunder presented in order of significance, continue to

- Selection tools and techniques as well as the quality of files should be improved.
   Documentation is of uneven value, whereas tools and techniques are used too uniformly.
   The opposite would be desirable: documents of consistent quality and tools and techniques suited to the situation.
- Equal opportunity programs have not been well integrated with other departmental personnel management activities. Efforts are haphazard and are often so poorly coordinated that they are only tenuously linked to established objectives.

- The departments continue to make extensive use of temporary help agencies. Although policies have been spelled out, control mechanisms are too weak to prevent irresponsible management practices and administrative favouritism. In some departments, "the agency to term-appointment to indeterminate-appointment" chain has been identified. This questionable practice is the cause of some concern to both the Secretariat of the Treasury Board of Canada and the Commission who have a watchdog role in this area.
- Employer-employee relationships between managers and individuals hired on personal service contracts continue to develop. Departmental personnel directorates and legal services are not sufficiently consulted. Improvements should be made in this regard.

(Note that audits related to the use of temporary help agencies and personal service contracts are conducted on behalf of the Treasury Board.)

From another perspective, the combined efforts of the Commission and departments to increase flexibility in the management of acting appointments and consecutive appointments for a specified period have produced positive results and have highlighted management's role in the area of staffing.

The concerted approach to audit represented by the new personnel audits and reviews is a direct result of the emphasis on management accountability. The Commission will audit the five major management functions: policy development, planning, communication, control, and organization and resourcing. More complete tools than those previously used have therefore been designed; the audit services of the Commission have been reorganized; additional staff has been hired and trained to perform new duties.

This activity also results from the sharing of responsibilities between the Treasury Board and the Commission. The increased involvement of the Commission in personnel audit, together with the new audit methodology, will ensure more open and productive discussions between the Commission and departments.

#### **Historical Review**

- 1968 A plan for monitoring staffing actions is approved and implementation begins.
- 1976 The system for auditing staffing under delegated authority is revised to provide an overall view of staffing operations in each department. The Audit Branch is established.
- 1978 The Commission changes its approach to auditing.
  The new concept emphasizes accountability for the management of the staffing function.

Adapting its role as guardian of the merit principle to today's realities, the Commission is at the end of an era in which the emphasis was on monitoring the uniform, rigid and fastidious application of procedures. Emphasis is now placed on how managers fulfil their responsibilities, given existing management systems.

New working tools related to the audit of classification, compensation, staff relations and official languages have been added to the modified staffing audit tools, not to me tion those associated with temporary help agencies and personal service contracts. Information kits will keep auditors informed of the latest developments in any given fiel The guidelines developed in 1982 were implemented for the first time this year, the revised and compiled in cooperation with the Office of the Comptroller General and the Treasury Board Secretariat, among others.

In future, when making its decisions, the Delegation Advisory Committee will give greater consideration to audit findings, cur rent instruments of delegation and required changes.

Integrating staffing audits with audits in other areas of personnel will give senior departmental officers an overall view of the responsibilities in human resource management which will lead to the improvement of existing mechanisms of accountability and the development of others. Managers will thus get a clearer, if not complete picture of the quality of their personnel management thereby indicating a course of action for the future.

1983, personnel audits and reviews were producted at Fisheries and Oceans, Enviment Canada, the Canadian Transport ommission and the National Energy Board. Thile it is still too early to draw any definite conclusions, the consensus is that the didit function is heading in the right director.

ne emphasis on management audits; the dening scope of audits; more frequent and more direct communication among the arties involved; the possibility of service-de sectoral audits — these are all factors nich, with the increased competence of exartmental audit teams and the multiple se of the information gathered, suggest that the future should be viewed with optimism.

# Alley Bullets

This year the Public Service Commission embarked on a new strategy to meet standards of reasonable service in redress in the Public Service. This strategy has two interrelated goals. The first seeks to place the primary responsibility for equity where it belongs — in departments. The Commission is conducting a series of information sessions to help departments meet this obligation.

The second is the implementation of a procedure for full disclosure of the facts in appeal cases and an accelerated resolution of complaints. The Commission is of the opinion that a number of the cases presented before its appeal boards might not have required as lengthy a hearing had there been full disclosure of the facts at the departmental level. The new procedure for full disclosure will minimize the adversarial climate between disputing parties, as well as with union representatives. This procedure, which it is hoped will be implemented service-wide, is being tested in a federal department in Quebec with good results.

During the year a number of complaints have been settled without investigation and with a minimum of delay, through discussion between the parties involved and an officer of the Commission. Plans have been made to extend the application of this procedure on a selective basis.

The Commission is confident that this new strategy will reduce the number of formal complaints and appeals brought before it, and the time and cost involved in dealing with redress in the Public Service.

# **Appeals**

The criteria for establishing appeal boards and the procedure for handling documents intended as appeals were clarified this year. These measures should ensure that appeals are dealt with fairly and that appeal boards are established where circumstances warrant.

The number of appeals decreased from 2,885 in 1982 to 2,400 in 1983, so has the number of appealable selection processes, from 20,313 in 1982 to 15,275 in 1983. The percentage of selection processes against which appeals were lodged increased by 1.0 per cent. The number of appealable selection processes actually appealed in 1983

were 1,163 or 7.6 per cent. In 1982, 1,342 processes or 6.6 per cent had actually been appealed. Although the number of appealable selection processes decreased by 24.8 per cent, the number of appeals decreased by only 16.8 per cent. This would seem to indicate that because of the decrease in promotion opportunities, employees are more ready to contest the selections that are made or proposed.

#### **Historical Review**

1938 — The first appeal on promotion is heard by the Commission, and the next year formal procedures are established.

1953 — The right of appeal is introduced into the Regulations under the Civil Service Act.

1961 — The new Civil Service Act confers on civil servants a right of appeal against a number of administrative actions which affect employment.

1967 — Prior to this date, appeal boards could only make recommendations to the Commission. Under the Act of 1967, appeal board decisions are final and binding on both the parties and the Commission.

Of the 2,400 appeals dealt with in 1983, 2,331 were against selection processes under section 21 of the *Public Service Employment Act*, and 69 were against recommendations to demote or release employees under section 31 of the *Act*.

The number of appeal board decisions rendered this year decreased by 26.5 per cent — 1,030 in 1983 compared to 1,402 in 1982. Of the 1,030 decisions, 749 or 72.7 per cent were rendered within ten working days of the appeal hearing.

A judgement of the Supreme Court of Canada and two appeal board decisions are summarized below.

#### Supreme Court Judgement

Evans v. Public Service Commission Appeal Board (File 16670)

Evans appealed to the Supreme Court of Canada the judgement of the Federal Court of Appeal which had upheld the Commission's appeal board decision that he had not been improperly assessed by the selection board which had denied him a promotion to a senior correctional officer position.

The Supreme Court agreed that the selection board did not have to hear Evans or inquire into the truth of the parliamentary subcommittee statement to the effect that Evans had precipitated a prison riot, which statement served as the basis of the Commissioner of Corrections' restriction that Evans was not to be employed in an institution or have contact with inmates. The Supreme Court considered that the selection board is not a tribunal equipped for inquiry; its function is to assess the merit or intrinsic qualities of each candidate by applying a uniform standard of tests or yardsticks; in doing so, it should not concern itself with man-made restrictions or limitations, which by themselves have nothing to do with the worthiness of the candidate for appointment.

In the opinion of the Supreme Court, the appeal board by virtue of its quasi-judicial status, should not have accepted the statement of the parliamentary subcommittee in determining the merit of Evans. It could not reach a decision on the issue without conducting an inquiry into the accuracy of the conclusion reached by the subcommittee with reference to the appellant.

The Supreme Court therefore returned the case to the appeal board for the completion of its inquiry and for the disposal of Evans' application as a candidate for the position in accordance with section 21 of the *Public Service Employment Act*.

## **Appeal Board Decisions**

Evans (80-21-CSC-10)

Pursuant to the Supreme Court decision summarized above, the appeal board reviewed the case of the appellant to determine whether or not Evans had in fact provoked a riot.

After hearing the evidence, the board concluded that Evans had not used the offensive words which were said to have caused the riot. The board also found that the parliamentary subcommittee had based its conclusions on a Correctional Service Canada investigation report in which crucial findings of fact were founded on hearsay evidence from prison officials and on vague declarations made by inmates. Furthermore, neither the Correctional Service investigator nor the parliamentary subcommittee had given Evans the opportunity to be heard.

The board found that the appellant shared the blame by having failed to divulge the identity of the person who used the offensive words. Likewise, the appellant's union bore part of the responsibility since it had refused to let its membership cooperate in the internal investigation.

The appeal board was also critical of the fact that Correctional Service had attempted to transfer the file on the internal investigation from an accessible to a non-accessible bank to reduce its availability.

The appeal board concluded that Evans had been improperly assessed with regard to personal suitability and allowed the appeal.

Counsel for the appellant and the department both made representations to the effect that the original appointment not be revoked. The appeal board recommended that a new selection board be set up, consisting of a Commission officer as chairperson, an employee of the Correctional Service who had never been employed in the Ontario region, and a federal employee from outside the department, to reassess the appellant's personal suitability, disregarding the previous selection board's assessment.

# Barsky (82-21-CSC-5X)

The appellant in this case had lodged an appeal, even though no notice of right of appeal was posted, against the result of a competition to fill an acting appointment from which he had been screened out. On being informed by the department that he could not appeal until four months after the date of the appointment, the appellant withdrew his appeal.

Subsequently, the department retroactively dated the appointment and posted a right of appeal. The appellant filed a new appeal within the specified time limit.

At the hearing the department argued that the appellant was outside the area of competition and therefore did not have the right of appeal. The department also contested the existence of a right of appeal on the grounds that, according to the Public Service Commission's staffing bulletin 81-15, an acting appointment had to be made without competition for which there was no right of appeal, notwithstanding the fact that the department had conducted a competition.

The appeal board rejected the department's arguments. It held that since a competition had taken place, a right of appeal existed under the law. Furthermore, the board concluded that the department had in fact conducted a selection process solely to confirm the preselection of the employee who was appointed and had acted improperly to deprive the appellant of his appeal rights.

The appeal board also held that the area of competition was too restrictive and that it was contrary to the guidelines established in the Commission's Instrument of Delegation.

The appeal was therefore allowed.

# Investigations

The number of complaints in 1983 has remained at approximately the same level as in 1982. In total, 928 were received and 490 investigation files opened. Over the year 411 cases were closed, a decrease from the 524 cases closed in 1982. Twenty-one per cent of the cases were founded, sixty per cent unfounded and nineteen per cent otherwise resolved. These percentages are comparable to the 1982 ratio. Over the years, the proportion of founded complaints has remained constant at about one in five cases investigated.

The following is a sample of complaints handled in 1983.

An investigation was conducted into the status of a clerk at a regional office of a department. Originally employed for a specified period, the complainant was appointed for an indeterminate period following a competition. A few days after the appointment, his supervisor realized that he was not authorized to make such an appointment and cancelled the offer of employment. However, he kept the employee in his position as a term employee. The investigation revealed that the department had in fact appointed the employee for an indeterminate period. The offer of employment had been made in the proper form and the employee had accepted the offer two weeks before it was revoked. The manager, acting on orders from a supervisor at headquarters, had overstepped his authority by withdrawing the offer. This was tantamount to revoking an appointment, for which only the Commission has authority. The investigation concluded that the employee had been appointed on an indeterminate basis.

A few months later, the same clerk filed another complaint alleging that he had been informed of his imminent lay-off and that this was an act of retaliation against him for his previous complaint and the decision in his favour. An investigations officer contacted the department and was told that the lay-off was the result of a decrease in workload. However the department asked that it be given time to review the situation before the Commission conducted an investigation. The department then found that the workload had not decreased but had in fact increased by twenty per cent. As a result, steps were taken to cancel the notice of layoff. The department reported that an error had been made in good faith, and not in retaliation, and that such a situation would not reoccur.

complaint regarding appointments by underfilling", that is to a level lower than at of the position to be filled, was the subset of an investigation which concluded hat such a method of appointment violated he Act. Given the significantly large number f past appointments of this type made in ood faith in the Public Service, the Combission asked the Treasury Board of anada to establish a classification procedure that would expedite the readjustment of the level of a position. This made it possile to normalize the status of many mployees.

complaint was filed regarding a rejected pplication for an open competition involving two employment centres in neighbouring istricts. The investigation revealed that hese employment centres served areas that ere previously one. After the territory was adefined as two distinct areas, recruitment ook place according to section 19 of the ct which states that preference must be wen to candidates who reside in the area erved by a local office. The complainant ad also failed a typing test and therefore id not qualify. The complaint was deemed afounded.

# nti-Discrimination

1983, the Commission received 385 compaints, an increase of seventeen per cent ver the 329 received in 1982. The number cases handled in 1983 rose to 657, thirty er cent more then the 505 in the previous par. The Commission closed 232 case files pmpared to 233 in 1982. It also received 74 enquiries, an increase of seventy-five er cent over the 442 in 1982. In order of equency, complaints of discrimination ere on the proscribed grounds of race, plour, and national origin; sex; age; and sability.

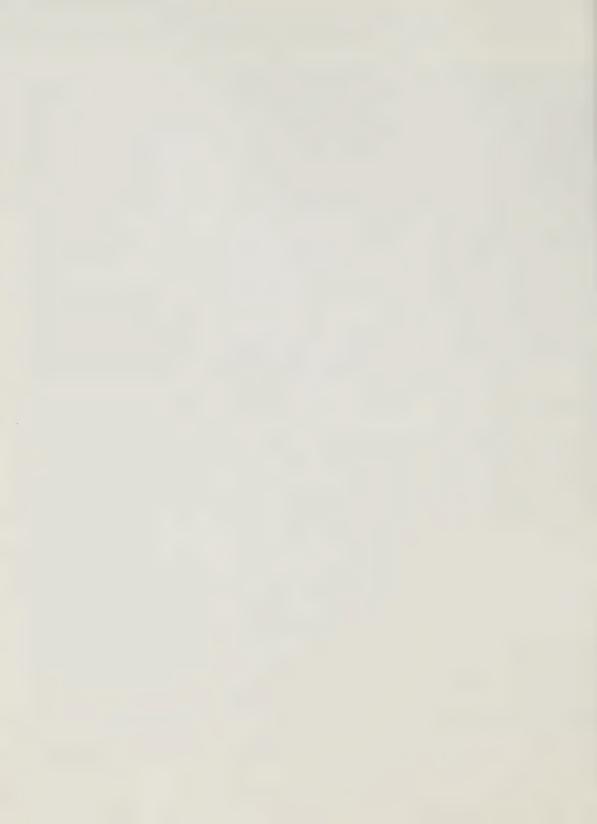
he complaints received by the Commission redominately concerned cases of personal arassment. One hundred and fifty-one uch complaints were received in 1983 as pmpared to fifty-five in 1982. This increase 175 per cent can be directly attributed to be Treasury Board's publication — prsonal Harassment at the Workplace. ther complaints received by the Commison related to unfair treatment, security earance, probation period, interpersonal Hationships, and employee evaluation.

ne following are a selection of cases invesgated and resolved by the Commission this ear. A clerical officer complained that she had resigned from her job because of physical and emotional duress caused by intolerable working conditions. The complainant's repeated requests to management to stop the harassment by her supervisor went largely unheeded. Restitution consisted of reinstating the complainant retroactively in an equivalent position for which she qualified. The department went further and invited a Commission representative to speak to regional program managers so as to sensitize them to the right of all employees to fair treatment in the work-place.

A complaint of personal harassment which adversely affected the health of an employee was settled by agreement of all parties in lieu of a formal investigation. The complainant was assigned to a new position under a different supervisor and at the same classification level and pay.

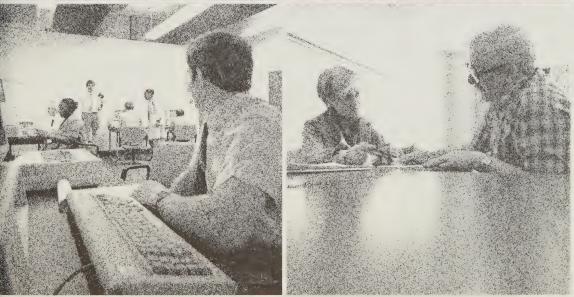
The Commission upheld a complaint of discrimination lodged by a blind employee. It was found that her position was classified as a CR-02 when in fact her position was consistent with one at the CR-03 level. To remedy this error the department upgraded her classification retroactively to the CR-03 level and compensated the complainant for the loss of salary.

The complainant, a physically handicapped term employee, failed the "knowledge section in a competition which would have helped her acquire indeterminate status. She alleged that she was victim of an act of discrimination because she suffers from a physical disability requiring her to use crutches on occasions, thus impeding her mobility. The investigation revealed that physical barriers to the complainant's full performance capability existed more in the mind of a particular board member than in the recorded satisfactory manner in which the complainant had been carrying out her duties as a term employee. The department agreed with these findings and appointed the complainant to the position with a sixmonth ex gratia payment to compensate for the department's failure to confirm her to the position.



# **Training Public Servants**





# Dress oping Relevant Language Stills

In support of departmental official language activities, the Public Service Commission has changed the focus of its language training courses to establish a closer relationship between the language needs of students and the training they receive. While continuing this fundamental review, a new dimension has been added: the language of work. Thus, all aspects of the revised curriculum have now been implemented.

# New Form for Identifying Language Training Needs

The first step in this change was the use of an Identification of Language Training Needs form which gives managers and potential students an opportunity to think about the genuine language needs of positions and to define specific situations where employees will use their second official language in the work environment. The form is used to develop effective training plans tailored to the needs of students and departments. Mindful of the demands of their positions and the requirements of management. students will, with the help of instructors, more readily assume responsibility for their learning. The Commission is currently assessing the quality of this tool and the extent of its use.

# A More Realistic Curriculum

Over the past three years there has been a significant shift in direction in the Commission's language curriculum. The very basis of the language training program has been changed. No longer is the aim of language training merely to enable students to acquire language knowledge but above all to help them develop communications skills directly related to the duties of their positions.

The English language training program has revised its basic course and developed courses in listening skills and government correspondence. These courses will be available to students within the next eighteen months.

The French language training program, for its part, has seen the implementation of the Language of Work modules, which take the form of workshops focussing on a specific area of work and are designed to prepare students to perform the duties of their positions in French. These modules are included in language training courses once students have mastered certain basic skills.

The Commission uses self-learning techniques to instill in students returning to the work environment from language training the desire to maintain and upgrade their second language skills.

"The pilot project (in 1964) was launched with five teachers and 42 students involved in full-time and half-time courses .... Various forms of 'immersion courses' ... became the main form of instruction in 1968-69." (Annual Report, 1968)

The Standards, Tests and Training project will provide a description of the language requirements of positions identified as bilingual in the Public Service on the basis of three major functions: decision making, development and planning, and implementation. A number of occupational duties and activities have already been identified as have communications objectives associated with each of the three functions. The implementation of this project will help to define job-related training needs, develop courses that even more closely match the occupational duties of public servants, and improve the effectiveness of training.

"1971 marked the first year that students from the Public Service language training courses began to emerge in quantity at the end of the language training pipeline ... Dialogue Canada, a totally new course which uses the French Canadian culture for its teaching experiences, was formally inaugurated in the fall of 1971." (Annual Report, 1971)

This description may eventually serve as a basis for determining training standards more closely related to work requirements and for the certification of the language abilities of students who have completed language training.

## An Ideal Setting

In order to develop the new language curriculum, the Commission has used its main language training centre in the National Capital Region where the majority of the 800 day students and 500 evening students attend classes. With its instructors and support services, the centre is an ideal setting for testing teaching methods and material and for second language training.

## The Guidance Process

Nineteen eighty-three saw the benefits of changes made in 1982 in the process of assessing the potential for second languag learning. For example, since the beginning of the year departments, under certain corditions, have been allowed to assess the potential for second language learning on the basis of Language Knowledge Examination (LKE) and diagnostic test results. The number of candidates on the waiting list has thus been reduced considerably. (See Official Languages, page 24.)

It should be noted that the Commission, through its guidance process, in addition to determining the potential for second language learning, also makes recommendations on the method best suited to the learning style of individual candidates, the optimum rate at which language skills should be acquired, and the lesson at which the learning process should begin.

#### **Enrolment**

There was a slight increase in enrolment in continuous courses, from 3,098 in 1982 to 3,229 in 1983. Enrolment in other courses dropped from 10,160 in 1982 to 8,978 in 1983, owing to a transfer of resources fron non-continuous to continuous courses to accommodate the increasing number of public servants registering in the latter type of course.

This year, forty-two employees participate in the Advanced Language Training Program which was established in 1982. Departments would profit from a wider use of this program to improve the language proficiency of their employees.

#### **Future Plans**

Having successfully integrated language needs and language training, the Commission is studying the possibility of linking these two aspects to final assessment of the second-language proficiency of students. I appears that combining these three aspec into a single system would ensure a complete process. It would permit even greater achievement of established language object tives and make public servants more accountable for the bilingual service they must provide to the Canadian public. However, language training objectives will only be achieved if the work environment encou ages public servants to use their second official language as often as possible in everyday work situations.

# raining for Efficiency nd Effectiveness

he Public Service Commission provides upport and advice that enable departments respond to the job-related training and evelopmental needs of federal public serants.

"The principle of training is now generally accepted. Its strong sponsorship will quickly extend its benefits uniformly throughout the Service." (Annual Report, 1946)

uring the year under review, the Commison continued to design, develop and conuct high-quality training courses and proams, and to provide training support ervices under the staff training policy and eneral policy direction of the Treasury loard of Canada.

# ourses and Services

he courses conducted by the Commission in grouped under subject areas which correspond to the major knowledge and skills required to perform job-related tasks satisfactorily. In 1983, almost 11,000 employees articipated in 575 courses. The following table shows a breakdown by subject matter, lumber of courses given, and percentages in 1982 and 1983.

"To insure a further supply of Stenographers and Typists in Ottawa, a training plan (sponsored by the Commission) was provided by the Department of Labour." (Annual Report, 1942)

addition to the courses currently listed in he inventory, the Commission is developing ew programs that will increase and improve the job performance skills of support staff. These programs will focus on the technology of the office of the future and on the skills demanded by current technology.

# **Management Orientation**

During 1983, a total of 717 members of the Management Category, or public servants at equivalent levels, participated in the mandatory management orientation program. Of this total, 45 participated in the course for assistant deputy ministers, 331 in the course for executives and 341 in the course for senior managers. In addition, it should be noted that this year 2 people from the private sector participated in the course for assistant deputy ministers.

Management orientation training for middle managers and supervisors was initiated as a matter of Treasury Board policy and will become mandatory in 1984. In response to this policy, the Commission introduced courses in 1983. These were well attended: attracting 267 middle managers and 79 supervisors.

Management orientation courses for middle managers and supervisors are currently being redesigned based on the principles of the systems approach to training\* and the findings of an occupational analysis study of the management function within the Public Service. These redesigned courses will be offered for the first time in April 1984.

# **Training for Trainers**

During 1983, the Commission completed the development and piloting of three courses. These courses — Analysis and Design of Training Activities, Conduct of Training Activities and Evaluation and Validation of Training Activities — take an in-depth

look at the systems approach to training. They are designed to support the Treasury Board Secretariat's Qualification Improvement Program for Trainers and Instructors and the Certification Program for Trainers for personnel officers. During the year under review, the Commission was involved in two initiatives: one in collaboration with the Treasury Board Secretariat and the other in cooperation with the Office of the Comptroller General. The results were the completion and distribution for review by departments of a study setting performance standards specifications for personnel officers responsible for training and development, and the completion of a guide to the comprehensive audit of the training function. This guide will be tested in selected departments early in 1984.

"... a Staff Training Division was established on April 1, 1947. This division fosters training and coordinates and assists departmental staffs engaged in this work throughout the Service." (Annual Report, 1947)

# **Quality Control**

In April 1983, the Commission published a manual on the systems approach to training and distributed it to all departments. Since its publication, the authors have conducted briefing sessions in twenty-two departments.

To ensure that training is based on the requirements of identified tasks, the occupational analysis team completed a study of the management function of members of the Management Category, middle managers and supervisors, and is presently conducting a needs analysis of the electronic data processing (EDP) function.

Worthy of note is the validation, in 1983, of two courses: the *Middle Management Orientation Program* and *Introduction to COBOL*.

#### **Budget**

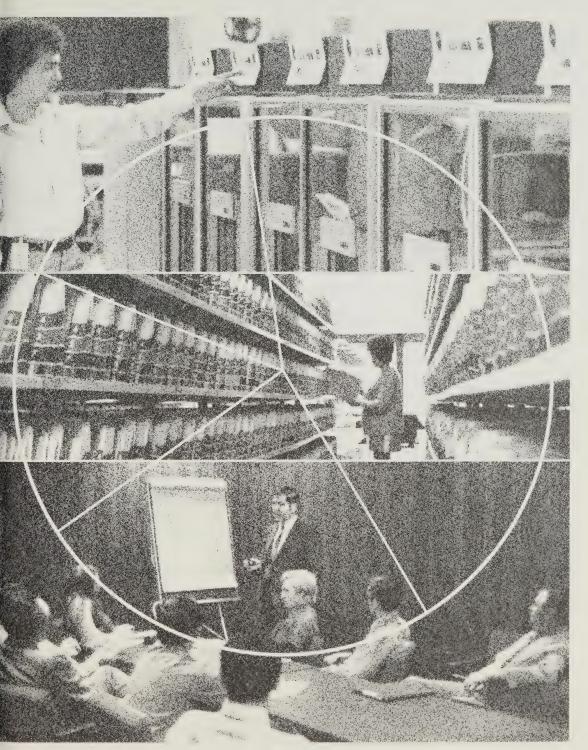
As in 1982, the Commission conducted its training and development activities within a balanced budget operated under a revolving fund method of financing. The Commission voluntarily limited fee increases to six per cent during 1983/84, and in 1984/85 increases will be held to five per cent, thus conforming to the government's "six and five" guidelines.

	198	1983		
ourses	No. of Courses	%	No. of Courses	%
lanagement Orientation	33	6.6	50	8.7
lanagement Theory and Practices	126	25.3	140	24.4
lectronic Data Processing	88	17.7	99	17.2
inancial Management	83	16.7	91	15.8
lateriel Management	16	3.2	18	3.1
eminars	0	0.0	3	0.5
ersonnel Management	135	27.1	153	26.6
ystems Approach to Training	1	0.2	6	1.1
idividual Development	15	3.0	15	2.6
overnment Systems	1	0.2	0	0.0
'otal	498	100.0	575	100.0

The systems approach to training (SAT) is a management framework for the planned grouping and sequencing of training research, development, delivery and evaluation activities, and decision making.



# **Managing the Commission's Resources**



The Public Service Commission continued to emphasize a systematic approach to internal management to ensure resources are used in the most efficient and effective way possible. The results over the past few years have been significant. Since 1977, the Integrated Management Process has enabled the Commission to make considered decisions on the use of resources and to operate effectively in a climate of continuing restraint and cutbacks. This applies particularly to the period from 1977/78 to 1983/84 when authorized person-year resources were progressively reduced from a total of 3,942 to 2,623. Workload in all areas of service has not decreased and will not in future. Indeed a significant number of additional activities have been undertaken over the years as reflected in this and previous annual reports.

# Management Practices and Processes

During 1983 the Commission continued to strengthen its internal management processes, in tandem with the development of an action plan to meet the requirements of the Improvement in Management Practices and Controls (IMPAC) program. The plan was jointly agreed to by the chairman, acting as the Commission's chief executive officer, and the comptroller general of the Treasury Board of Canada. Implementation of the plan has begun and is progressing well in five main areas: development of the Commission's Operational Plan Framework: modifications to the Integrated Management Process; program evaluation; financial administration; and internal audit.

The following results have been achieved:

 Detailed development of the Operational Plan Framework is nearing completion and work is progressing to identify and design corporate information requirements for resource planning and control. The senior management committee also has granted approval in principle to resource justification guidelines and definitions.

- Major specifications for a revised Integrated Management Process based entirely on the Operational Plan Framework have been approved and are being communicated to all levels within the Commission for implementation. Significant progress has been made concerning the integration of human resources and official languages plans with the annual work plan exercise. This represents an important rationalization of the Commission's planning and review process.
- A program evaluation organizational proposal has been developed and a program evaluation component structure drafted.

# Resource Levels and Restraint Measures

The Commission's fiscal year 1983/84 budget totalled \$116.5 million (excluding contributions to the Employee Benefit Plan) for 2,623 person-years, as compared to \$106.8 million for 2,607 person-years in 1982/83.\*

The chief executive officer continued to stress the need for managers to monitor closely the control of expenses and to submit quarterly reports on efforts and results in reducing discretionary costs.

Savings of \$500,000 will be achieved in the area of recruitment advertising by the end of fiscal year 1983/84. As well, an additional amount of \$235,000 has been placed in a frozen allotment, to reflect a reduction from planned activities, in response to a Treasury Board freeze. During the mid-year operational review, managers identified a further \$272,000 which could be saved from the original non-salary budget, mainly through reductions in discretionary travel costs of \$107,685; printing costs of \$95,837; office equipment and furnishing costs of \$28,933; and administrative costs of \$32,500.

### Internal Audit

In 1983, the Commission completed comprehensive audits of the Management Cargory Programs Branch and the Centre for Executive Development — Touraine. Pilo audit projects in the Corporate Systems a Services Branch were started in the fall of 1983 as part of a revised audit strategy.

Previous audit activities were based on a cyclical review of all branches in the Com mission over a five-year period. Since 197 all organizational units have undergone a comprehensive audit at least once. However, increased audit demands have place a heavy burden on personnel resources a expertise. A new strategy will focus on the Operational Plan Framework rather than o organizational structures. Selection of aud priorities will be flexible and responsive to management's prevailing needs. A corporate committee will determine the subjects for audit and will not be bound by the cyc cal process. The benefits will include bette communication and feedback to auditees more precise delineation of problem areas recommendations for improvement; and accountability for action.

# **Public Affairs**

A new design and copy format was introduced for all Public Service Commission of Canada recruitment advertisements. The aim of this new approach is to improve the career advertising image of the Public Service and reduce the cost of job advertisements by some twenty-five per cent. New measures to monitor effectiveness and media selection were developed to assist managers in planning their advertising strategy.

## **Human Resources**

In line with the increasing emphasis place on the quality of human resource management in the Public Service, the Commissic continued to improve its personnel management practices. In order to make internal personnel officers more aware of and responsive to the needs of managers and increase the accountability of managers in the area of personnel management, personel officers will be assigned to work direct in certain larger branches in the Commiss in 1984.

The Commission also established an automated information system to record employee attendance and leave data and provide rapid, up-to-date information for managers.

The increase of sixteen person-years or 0.6 per cent is due mainly to an increase of sixty-eight person-years related to the affirmative action program and thirteen person-years for the program for handicapped persons, offset by transfers to other departments of seventeen person-years related to the Career Orientation Program, a reduction in Management Category programs of nineteen person-years and a general cut of twenty-one person-years.

The increase of \$9.7 million or 9.1 per cent in budgeted expenditures consists of \$8.7 million in general price increases and an increase of \$3.1 million for the affirmative action and handicapped persons programs, offset by reductions of \$0.7 million in the Career Orientation Program, \$1.0 million in Management Category programs and a general cut of \$0.4 million.

igure 1 erson-years and funds of the Public Service Commission by major activity, 1983/84 2,623 person-years \$ 126,430,000 official anguages 889 \$40,239,000 taffing 812 \$39,008,000 udit 47 \$2,060,000 ppeals and vestigations 84 \$4,020,000 dministration 591 \$ 26,789,000 rofessional nd Managerial 200 \$ 14,314,000 aining money drawn should not exceed a certain amount at any Note: Funds allocated to professional and managerial training include a subsidy of \$3,022,000 for the one time and may be spent on a continuing basis. The revolving fund. A revolving fund is an authorization to draw money from the Consolidated Revefund is maintained through returns on expenditures. nue Fund as working capital for prescribed purposes. The gure 2 ource of person-years and funds of the Public Service Commission, 1983/84 \$ 126,430,000 2,623 person-years ecretary State: 2.423 \$ 105, 182,000 ote 35 atutory: \$ 9,956,000 ontribution to Employee lenefit Plan \$ 11,292,000 levolving find The total for Secretary of State Vote 35 includes a subsidy of \$3,022,000 for the revolving fund allotment of ten person-years and \$96,000 for the Student Summer and Youth Employment Program. and a special Treasury Board of Canada gure 3 rson-years and funds of the Public Service Commission for official language activities, 1983/84 889 person-years \$40,239,000 anguage aining 744 \$33,901,000 ifficial Languages logram-tests or \$2,975,000 67 andards Greer Cientation 78 \$3,363,000 Logram From 1 April to 30 September 1983, 17 personyears were transferred to other departments under the Career Orientation Program.

# **Equality of Access and Affirmative Action**

The Commission is actively involved in increasing its rate of participation of indigenous people and handicapped persons and the representation of women at Management Category levels. In 1983, women made up thirteen per cent of the executive group, up from seven per cent in 1982; and eighteen per cent of the senior management group, up from twelve per cent. Other staffing and training measures have been developed during the year to ensure that candidates from underrepresented groups are given equal access to jobs.

In tandem with the equal opportunity program, the Commission continued its affirmative action program begun in April 1982. A detailed study of present staff on strength and the personnel management systems in place revealed the need to modify certain employment practices to ensure no barriers exist that could hinder access to employment and promotion for members of underrepresented groups in the Commission. Recommendations have been made in this area and an action plan will be developed by the end of fiscal year 1983/84.

## Official Languages

The Commission's success in attaining and maintaining a high rate of participation in this area has led the Treasury Board Secretariat to exempt the Commission from submitting multi-year official languages plans until March 1987.

#### Employer/Employee Relations

During 1983, renewed emphasis was placed on the Employee Assistance Program through increased resources, Commissionwide communications activities and training sessions held across the country.

The Departmental Joint Consultation Committee met with representatives of the bargaining agents on three occasions during 1983 to discuss such matters as health and safety, the Employee Assistance Program, training and the Commission's approach to performance review. Branch level joint consultation committees continued to exchange points of view on matters of mutual interest.

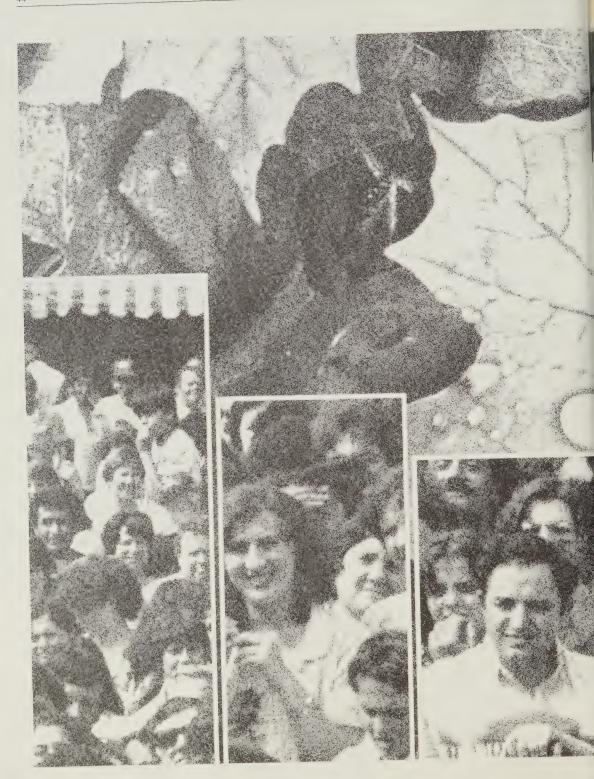
# Access to Information and Privacy Coordination

Since the proclamation of the Access to Information Act and the Privacy Act on 1 July 1983, the Commission has conducted sessions to inform its employees of their obligations in administering both acts within the Commission. Administrative procedures were developed to inform data bank managers and information officers on how to handle requests for information.

Conscious of the impact of the *Privacy Act* on personnel management, the Commission is in the process of clarifying the intent of the legislation regarding the collection, use and retention of personal information.

The Commission is continuing its efforts to provide complete responses to both formal and informal requests for information under the acts.





# **Statistics**



# **Population**

- The number of employees declined from 222,582 in 1982 to 222,044 in 1983, a decrease of 0.2 per cent (table 1).
- The officer categories grew from 107,342 in 1982 to 108,850 in 1983, an increase of 1.4 per cent. The Administrative Support Category dropped from 70,757 in 1982 to 69,703 in 1983, a decrease of 1.5 per cent (table 10).
- The number of women in the Public Service rose from 89,922 in 1982 to 90,186 in 1983, an increase of 0.3 per cent. The representation of women rose from 40.4 per cent in 1982 to 40.6 per cent in 1983 (table 10), an increase of 0.2 percentage point.
- The number of francophones in the Public Service rose from 59,099 in 1982 to 60,417 in 1983, an increase of 2.2 per cent. The representation of francophones rose from 26.8 per cent in 1982 to 27.4 per cent in 1983 (table 11), an increase of 0.6 percentage point.
- The number of employees in the National Capital Region rose from 72,042 in 1982 to 72,150 in 1983, an increase of 0.2 per cent. The representation of employees in the National Capital Region rose from 32.4 per cent in 1982 to 32.5 per cent in 1983 (table 14), an increase of 0.1 percentage point.

## **Appointments**

- Total appointments declined from 100,041 in 1982 to 86,588 in 1983, a decrease of 13.4 per cent (table 29), mainly in indeterminate appointments.
- The proportion of appointments for a specified period increased from 47.9 per cent in 1982 to 54.9 per cent in 1983 (table 29).
- Lateral transfers (redeployments) declined from 21,172 in 1982 to 18,110 in 1983 (table 30), a decrease of 14.5 per cent.
- Reappointments for a specified period rose from 34,289 in 1982 to 36,088 in 1983, an increase of 5.0 per cent (table 30).
- Appointments of Administrative Support Category employees accounted for 49.6 per cent of total appointments (table 30).

- Employee mobility and appointments within the Public Service (table 31):
- 94.6 per cent of appointments were within the same department
- 88.8 per cent of appointments were within the same group or subgroup
- 56.2 per cent of appointments were from one specified period to another.
- Appointments to bilingual positions (imperative staffing) rose from 10,178 in 1982 to 10,470 in 1983, an increase of 2.9 per cent (table 36).

#### Separations

- Total separations (table 48) and lay-offs (table 46) declined from 20,274 in 1982 to 19,177 in 1983, a decrease of 5.4 per cent.
- Resignations (table 48) declined from 8,387 in 1982 to 6,608 in 1983, a decrease of 21.2 per cent.

# **Appeals**

Appeals declined from 2,885 in 1982 to 2,400 in 1983, a decrease of 16.8 per cent (table 42).

#### **Training**

- The number of participants in developmental training courses rose from 10,251 in 1982 to 10,968 in 1983, an increase of 7.0 per cent (table 53).
- The number of participants in language training courses other than basic continuous full-time day courses declined from 10,160 in 1982 to 8,978 in 1983, a decrease of 11.6 per cent (table 55).

# **Population Coverage**

This section of the annual report gives detailed statistical information on federal government employees subject to the *Publ Service Employment Act*. The data on thesi employees are broken down by type of employment, department, location, sex, lai guage group, salary group, age group, and occupational group and category. Data on appointments, separations, appeals, professional and managerial training, and language training are also included.

The Public Service as defined here does no include:

- employees appointed under the *Public Service Employment Act* for a specified period of less then six months;
- people appointed by the Governor in Council, such as deputy heads;
- ministerial exempt staff;
- members of the Royal Canadian Mounter Police (RCMP) and the Canadian Armed Forces:
- employees of crown corporations such a Air Canada and Canada Post, and certain federal agencies such as National Research Council Canada.

However, it does include civilian employees working for National Defence and Public Service employees working for the RCMP.

Total federal employment on 31 December 1983 was 580,731\* (page 50). Public Service employees, as defined in this report, make up 38.2 per cent of this total (page 51).

Various acts and regulations include different federal government employee populations. For example, each of the following acts sets out different but overlapping populations:

- the Public Service Staff Relations Act;
- the Financial Administration Act:
- the Public Service Employment Act;
- the Public Service Superannuation Act and other superannuation acts; and
- the Official Languages Act.

<sup>\*</sup> Source: Federal Government Employment (Catalogue 72-004), Statistics Canada

The employee population of this report is published in accordance with the qualifications of the population coverage as stated in subchapter 045-2 of the *Personnel Management Manual* and in the corresponding system users' manual or documentation.

Differences in population given by the Public Service Commission, the Treasury Board Secretariat and Statistics Canada can be attributed to timing and population definion. For example, the Commission includes Management Category employees on leave without pay. Therefore, comparisons between data in this report and data in other publications, such as those of Statisics Canada and the Treasury Board Secretariat, should be made with caution, is they may be based on different populations.

or example, the Commission reports the umber of people on strength at the end of year. This data should not be confused ith a "person-year", which is the employnent of one person for one full year or its quivalent. The "person-years" reported by he Treasury Board Secretariat in the Estinates represent an annual resource allotnent that a department may use. The "peron on strength" used by the Commission xpresses the way in which human resource eeds have been met, and gives information the demographic characteristics of Pubc Service populations.

# opulation Changes

he population subject to the *Public Service* mployment Act changes from year to year, s a result of inclusion or exclusion of combissions, agencies, and particular types or roups of employees.

# eorganization

uring 1983, the international trade elenents of the Department of Industry, Trade
and Commerce were transferred under the
sponsibility of External Affairs Canada.
he passage of Bill C-152 on 7 December
983 also resulted in the merger of the
epartments of Regional Economic Expanon and Industry, Trade and Commerce
ithin a new organization — the Departient of Regional Industrial Expansion. The
lobes in this report do not fully reflect this
hange, due to the date at which this
erger officially took place. Footnotes to
te tables have been added, where appliable.

# **Management Category**

There has been a change in the 1983 Management Category population data from the data of 1982, as a result of the conversion to the executive (EX) and senior management (SM) groups of equivalent level positions in other occupational groups. Conversion was completed in 1983 for the EX group and is near completion for the SM group. At the end of the conversion process, the Management Category will comprise some 4,000 members.

# **Appointment Data**

Acting appointments, ranging from about 9,000 in 1982 to about 8,000 in 1983, are not included in the total number of appointments and promotions, to present an accurate picture of the number of true promotions in the Public Service.

The number of appointments to the Public Service in 1983, plus the number of employees in 1982, minus the separations in 1983 does not equal the 1983 population figure. This is because over the last few years, there have been between 10,000 and 15,000 initial appointments to the Public Service for specified periods of under six months that were not reported as appointments for practical administrative reasons. However, if these employees are reappointed and their continuous employment period is six months or more, they are considered as having been appointed from within the Public Service.

# **Sources of Data**

# **Population and Appointment**

Population statistics come from the Common Government of Canada Population Reporting File, based on payroll information of Supply and Services Canada on 31 December 1983. Population data on the Management Category are based on data in the Commission's Management Resources Information System. On 31 December 1983, the Supply and Services Canada Incumbent System identified 3,827 employees in the Management category, while the Commission's Management Resources Information System identified 3,867. This difference of 40 people is largely due to a time lag in the transfer of data between the two systems. In general, appointments, lay-offs, appeals, and training data are based on Commission records.

# Language Group

For population and separation data, information on the first official language of employees comes from payroll and superanuation records of Supply and Services Canada. Language data for the Management Category are based on Commission records.

As of January 1981, appointment data collected on the Report on Staffing Transaction forms are compiled according to employees' first official language and are stored in the related computer system, the Appointment Information Management System. In 1983, the appointment documents of 716 employees did not include a first official language.

To reduce the number of cases of unknown first official language in population and separation statistics, data are sometimes obtained from other sources, such as the Official Languages Information System. In 1983, this reduced the number of unknown cases to approximately 1,400. In the tables, all calculations and percentages on language groups are based on the known population rather than on the actual total.

## Separations

Information on releases for incompetence or incapacity and on revocation of appointments is based on Commission records. Information on other separations comes from the Supply and Services Canada Incumbent System described below.

# **Data Systems**

# **Incumbent System**

The Supply and Services Canada Incumbent System used for the Common Government of Canada Population Reporting File gives personnel information and data on federal government employees. The Incumbent System provides information for human resource planning, mobility studies, research, and statistics on population and other areas of personnel management.

# Management Resources Information System

The Public Service Commission's Management Resources Information System was developed and designed in close co-operation with selected departments and the Treasury Board Secretariat, and plays a major role in the management and administration of the Management Category and other centrally managed groups.

It maintains information, both computerized and hard copy, on approximately 27,000 Public Service employees at senior levels, 2,000 junior personnel administrators and 1,500 junior financial administrators. As well, the system contains information on applicants to the Management Category from outside the Public Service, and Interchange Canada participants and candidates. Data are collected from 12 different sources, including the employee, management, and other Public Service systems such as the Treasury Board's Senior Personnel Information System.

# Appointment Information Management System

The source of data for all appointment tables is the Appointment Information Management System, which stores data supplied by departments on Report on Staffing Transaction forms. The major benefits of this system are a simplified form for departments to complete, more accurate and more timely data, on-line access to data, cross-checks with data previously collected, and flexibility for upgrading the system.

## **Central Priorities Statistical Record**

This system provides statistics on statutory and administrative priorities. A statutory priority is an entitlement to consideration for appointment before general applicants. It is set out in legislation, and includes people such as those returning from leaves of absence and those who have been laid off. An administrative priority is a similar entitlement to consideration for appointment, but based on Commission policy rather than on a provision of the Act. This includes people such as those notified of surplus status and those who were unsuccessful in their language training.

Administrative priority was extended to employees who accepted lower-level positions while in surplus or lay-off status and to employees who relocated with their spouses. Since 1979, data on lay-offs have come from this Central Priorities Statistical Record rather than from separation documents.

# Staffing Glossary

#### General

• Appointment to the Public Service An appointment made from the general public or from a government agency not subject to the *Public Service Employment Act.* 

- Appointment within the Public Service
  An appointment, within or between departments, made in a department and/or
  agency subject to the Public Service
  Employment Act.
- Employee Mobility

The movement of an employee either within or between departments, or where either the occupational group or subgroup changes, or the type of employment changes, such as from specified period to indeterminate.

# **Types of Appointments**

Promotion

An appointment of an employee to a position at a higher level in the same occupational group or subgroup, or in another group or subgroup for which the maximum rate of pay is greater than that of the employee's former position.

Lateral Tranfer

An appointment of an employee to a position in the same occupational group, subgroup and level, or in another group or subgroup for which the maximum rate of pay is the same as that of the employee's former position.

Downward Transfer

An appointment of an employee to a position at a lower level in the same occupational group or subgroup, or in another group or subgroup for which the maximum rate of pay is lower than that of the employee's former position.

Demotion

An appointment of an employee to a position for which the maximum rate of pay is lower than that of the employee's former position. This is done because of incompetence or incapacity, and is based on a departmental recommendation under section 31 of the Public Service Employment Act.

- Reappointment for an Additional Term
  An appointment of a term employee to a
  position in the same occupational group,
  subgroup, and level, where the new appointment is for a specified period and the total
  time under the specified period of employment amounts to six months or more in the
  same position.
- Reclassification

An appointment of an employee to a position that has been re-evaluated, where the occupational category, group, subgroup, or level changes from the position's previous classification.

# **Types of Employment**

Indeterminate

Part-time or full-time employment with no fixed duration.

Specified Period

Part-time or full-time employment for a predetermined period (a term employee). In this report, only term employees with specified periods of employment of six months or more are included.

Seasonal

Part-time or full-time employment for certain parts of the year only.

• Full-time

The employment of a person ordinarily required to work the standard weekly hours set out in the relevant collective bargaining agreement or, where one is not applicable, set out by the employer.

• Part-time (under the *Public Service Employment Act*)

The employment of a person ordinarily required to work more than one-third of the standard daily or weekly hours established for people doing similar work (effective 1 January 1981).

• Part-time (excluded from the *Public Service Employment Act*)

The employment of a person ordinarily not required to work more than one-third of the standard daily or weekly hours established for people doing similar work (effective 1 January 1981).

# **Types of Selection Processes**

Selection with Competition

A selection process where either a competition poster or an inventory is used to identificandidates.

- Selection without Competition A selection process consisting of a reclassification, lateral transfer, downward transfer, promotion, or priority appointment.
- Open Competition
   A competition open to people from within and outside the Public Service.
- Closed Competition

A competition open only to people employed in the Public Service. Prospective candidates are invited to apply for positions advertised by poster, or are identified from an inventory of eligible employees.

# ppeals and Selection Processes

Appealable Selection Processes ertain selection processes which are subct to appeal under section 21 of the *Public* ervice *Employment Act*.

Appealed Selection Processes ppealable selection processes against hich at least one appeal has been lodged.

Disposition of Appeals

ne course of action after an appeal has sen lodged against a selection process. An opeal may or may not be allowed. Appeals at allowed may be dismissed or otherwise sposed of by an appeal board, with or thout an oral hearing, either because the opellant withdrew the appeal or had no into appeal.

# fficial Languages and Staffing

Linguistic Status of a Position
The linguistic requirements of a position:
Llingual, English essential, French essential,
Figlish or French essential.

Linguistic Status of an Incumbent The employee's status in meeting the lindistic requirements of a bilingual position: 'net,'' 'must meet,'' or ''not required to reet.''

Bilingual Position (Imperative Staffing)
bilingual position whose linguistic requirelents must be met by the candidate upon
pointment.

\*Bilingual Position (Non-Imperative Staff-

/bilingual position to which candidates to have not met the linguistic requirerants may be appointed, if they:

- are eligible for language training at public expense;
- have satisfied the Commission that they have the ability to succeed in language training; and
- agree in writing to meet the language requirements of the position within the specified time, or if unable to do so, to accept a transfer to a position for which they are qualified.

 Bilingual Position (Linguistic Requirement Spended)

Follingual position whose linguistic requirement is suspended either for candidates fly-five years of age or over, or on compassnate grounds.

· \_inquistic Profile

Te levels of language proficiency required, irooth official languages, in four abilities: riding, writing, listening and speaking.

# Separations

Separation

The termination of a person's employment in the part of the public service to which the Commission has the exclusive right and authority to appoint.

• Release for Incompetence of Incapacity
The termination of a person's employment,
under subsection 31(1) of the Public Service
Employment Act, "where an employee, in
the opinion of the deputy head, is incompetent in performing the duties of the position
he occupies or is incapable of performing
those duties." This is recommended to the
Commission by the deputy head, and can
be appealed by the employee to a board
established by the Commission.

Lay-Off

The termination of a person's employment, under subsection 29(1) of the *Public Service Employment Act*, "where the services of an employee are no longer required because of lack of work or because of discontinuance of a function." Under these circumstances, the deputy head may lay off the employee, in accordance with Commission regulations. This decision is not subject to appeal.

# Glossary of Terms on the Management Category

#### General

· Management Category

An occupational category composed of two groups, and including senior personnel with responsibility for policy development; program formulation and delivery; design and operation of management processes; and management of personnel, finances, and public affairs.

Executive (EX) Group

The senior group of the Management Category, consisting of five levels up to and including most assistant deputy ministers.

Senior Management (SM) Group
 The group immediately below the executive group in the Management Category, consisting of one level.

# Types of Appointments

Promotion

An appointment of an employee to a position at a higher level in the same occupational group, or in another group for which the maximum rate of pay is greater than that of the employee's former position.

Redeployment

Appointment of Management Category employees within and between departments, where the employee's group and level remain the same.

• Downward Transfer

An appointment of an employee to a position at a lower level in the same occupational group, or in another group for which the maximum rate of pay is lower than that of the employee's former position.

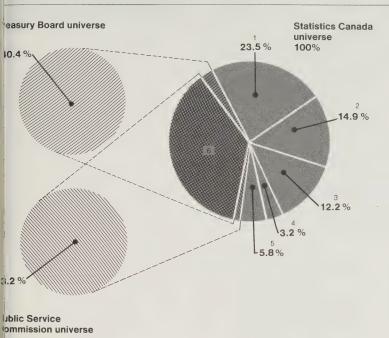
Demotion

An appointment of an employee to a position for which the maximum rate of pay is lower than that of the employee's former position. This action is taken for reasons of incompetence or incapacity, and is based on the departmental recommendation under section 31 of the Public Service Employment Act

Statistics Canada:		580,73
Federal government employment reported by Statistics Canada		
Less:  Government enterprise employees	136,293	
National Defence military personnel	86,381	
Canada Post employees	70,829	
Royal Canadian Mounted Police uniformed personnel	18,603	
Employees of other corporations and agencies for which Treasury Board of Canada is not the employer	33,759	
	345,865	- 345,86
Treasury Board: Federal public service workforce for which		234,86
Treasury Board is the employer*		
	166	
Treasury Board is the employer*  Plus:	166 45	
Treasury Board is the employer*  Plus:  • Public Service Staff Relations Board  • Northern Careers Program, Public Service		+2
Treasury Board is the employer*  Plus:  • Public Service Staff Relations Board  • Northern Careers Program, Public Service	45	+2
Treasury Board is the employer*  Plus: Public Service Staff Relations Board  Northern Careers Program, Public Service Commission  Less: Other employees not appointed by the Public	45 211	+2
Treasury Board is the employer*  Plus: Public Service Staff Relations Board  Northern Careers Program, Public Service Commission  Less: Other employees not appointed by the Public Service Commission	45 211 1,886	+2 - 13,0

## ederal Government Employment, December 1983

riewed by Statistics Canada, the Treasury Board of Canada and the Public Service Commission)



## Legend

- 1 Government enterprise employees
- 2 National Defence military personnel
- 3 Canada Post employees
- **4** Royal Canadian Mounted Police uniformed personnel
- 5 Employees of other corporations and agencies for which Treasury Board is not the employer
- 6 Federal public service workforce for which Treasury Board is the employer (departments and agencies listed in schedule I, part I of the Public Service Staff Relations Act)



# ist of Tables

# Population

1	Type of employment	55
2	Geographic area (Canada and outside Canada) and sex	56
3	Geographic area (Canada and outside Canada) and language group	56
4	Department and sex	57
5	Department and language group	59
6	Age and sex	61
7	Age and language group	61
8	Salary and sex	62
9	Salary and language group	62

# **Population and Occupational Categories**

10	Category, type of employment and sex	64
11	Category, type of employment and language group	66
12	Category, group and sex	68
13	Category, group and language group	70
14	Category and location	72
15	Women, francophones and indigenous people in the Management Category	72
16	Women in the Management Category	73
17	Women in the Scientific and Professional Category	74
18	Women in the Administrative and Foreign Service Category	75
19	Women in the Technical Category	76
20	Women in the Administrative Support Category	77
21	Women in the Operational Category	78
22	Francophones in the Management Category	79
23	Francophones in the Scientific and Professional Category	80
24	Francophones in the Administrative and Foreign Service Category	8
25	Francophones in the Technical Category	82
26	Francophones in the Administrative Support Category	80
27	Francophones in the Operational Category	84
28	Linguistic status of position, category and language group	85
_		

Α	ppointments	
29	Appointments and type of employment	86
30	Appointments and category	87
31	Appointments and employee mobility	88
32	Appointments and selection process	89
33	Appointments, geographic area and sex	90
34	Appointments, geographic area and language group	9.
35	Appointments, category, linguistic status of position and language group	92
36	Appointments and bilingual positions (imperative staffing)	94
37	Appointments and bilingual positions (non-imperative staffing)	95
38	Appointments and university graduates	96
39	Appointments, applications and university graduates	96
40	Appointments and applications, community college and CEGEP graduates	97
41	Appointments and career-oriented summer employment	97
A	Appeals  Appeals and yearly change	QS
	Appeals and yearly change	98
43	Appeals and category	98
44	Appeals and department	99
45	Appeals, appointing authority and type of selection process	100
S	eparations	
46	Lay-off, category and sex	100
47	Lay-off, category and language group	100
48	Separations and reasons	10
49	Separations, category and sex	102
50	Separations, category and language group	104
Tı	raining	
51	Developmental training and location	106
52	Developmental training and language of instruction	106
53	Developmental training and category	106
54	Language training (basic continuous courses)	107
55	Language training (other courses)	107



# Table 1

Type of employment Number of employees, by type of employment, 19	82 and 1983	
Type of employment	1982	1983
Full-time		
Indeterminate	203,262	203,615
Seasonal	1,326	1,150
Specified period	14,798	13,792
Total	219,386	218,557
Part-time		
Indeterminate	2,366	2,710
Seasonal	97	83
Specified period	732	694
Total	3,195	3,487
Grand total <sup>a</sup>	222,582	222,044

<sup>\*</sup>Includes 1 employee in 1982 whose type of employment was not specified on pay documents.

Note: Employees hired for periods of less than six months have been excluded from the tables. In December 1983, their number was 11,147.

Source: Department of Supply and Services

Table 2

Geographic area (Canada and outside Canada) and sex

Number and percentage of employees, by geographic area and sex, 1982 and 1983

		1982				1983				
	Men	Wom	en		Men	Wome	en			
Geographic area	No.	No.	%	Total <sup>a</sup>	No.	No.	%	Total		
Newfoundland	3,997	1,373	25.6	5,370	3,980	1,413	26.2	5,39		
Prince Edward Island	1,108	530	32.4	1,638	1,156	604	34.3	1,76		
Nova Scotia	10,391	3,631	25.9	14,023	10,322	3,802	26.9	14, 12		
New Brunswick	4,782	2,668	35.8	7,450	4,716	2,725	36.6	7,44		
Quebec (except NCR)	19,915	11,551	36.7	31,466	19,891	11,886	37.4	31,77		
Quebec (NCR)	8,791	8,231	48.4	17,022	8,807	8,346	48.7	17, 15		
Ontario (except NCR)	21,311	15,348	41.9	36,660	20,988	15,167	41.9	36,15		
Ontario (NCR)	30,216	24,804	45.1	55,020	30, 165	24,832	45.2	54,99		
Manitoba	5,712	4,626	44.7	10,338	5,508	4,226	43.4	9,73		
Saskatchewan	3,380	2,608	43.6	5,988	3,333	2,579	43.6	5,91		
Alberta	7,625	5,396	41.4	13,021	7,661	5,367	41.2	13,02		
British Columbia	12,797	7,603	37.3	20,400	12,724	7,676	37.6	20,40		
Yukon	448	495	52.5	943	447	508	53.2	95		
Northwest Territories	842	666	44.2	1,508	832	674	44.8	1,50		
Outside Canada	1,343	392	22.6	1,735	1,328	381	22.3	1,70		
Total	132,658	89,922	40.4	222,582	131,858	90,186	40.6	222,04		

<sup>&</sup>lt;sup>a</sup>Includes 2 employees in 1982 whose sex was not specified on pay documents.

Source: Department of Supply and Services

Table 3

Geographic area (Canada and outside Canada) and language group

Number and percentage of employees, by geographic area and language group, 1982 and 1983

			1982					1983		
	Anglophones	Francoph	hones	Anglo- phones and		Anglophones	Francopl	hones	Anglo- phones and Franco-	
Geographic area	No.	No.	%	Franco- phones	Totala	No.	No.	%	phones	Tota
Newfoundland	5,261	49	0.9	5,310	5,370	5,297	51	1.0	5,348	5,39
Prince Edward Island	1,511	111	6.8	1,622	1,638	1,600	147	8.4	1,747	1,76
Nova Scotia	13,471	444	3.2	13,915	14,023	13,548	489	3.5	14,037	14, 12
New Brunswick	5,606	1,752	23.8	7,358	7,450	5,523	1,902	25.6	7,425	7,44
Quebec (except NCR)	2,044	29,212	93.5	31,256	31,466	1,984	29,508	93.7	31,492	31,77
Quebec (NCR)	9,634	7,344	43.3	16,978	17,022	9,587	7,546	44.0	17,133	17, 15
Ontario (except NCR)	34,837	1,563	4.3	36,400	36,660	34,296	1,682	4.7	35,978	36, 18
Ontario (NCR)	37,359	17,331	31.7	54,690	55,020	37,091	17,684	32.3	54,775	54,99
Manitoba	9,853	284	2.8	10,137	10,338	9,262	318	3.3	9,580	9,73
Saskatchewan	5,678	56	1.0	5,734	5,988	5,732	61	1.1	5,793	5,9
Alberta	12,671	239	1.9	12,910	13,021	12,693	271	2.1	12,964	13,0
British Columbia	20,019	209	1.0	20,228	20,400	20,045	225	1.1	20,270	20,4
Yukon	898	13	1.4	911	943	918	16	1.7	934	9
Northwest Territories	1,418	58	3.9	1,476	1,508	1,409	79	5.3	1,488	1,50
Outside Canada	1,290	434	25.2	1,724	1,735	1,266	438	25.7	1,704	1,7
Total	161,550	59,099	26.8	220,649	222,582	160,251	60,417	27.4	220,668	222,04

alnoludes 1,933 employees in 1982 and 1,376 in 1983 whose first official language was not specified. See Explanatory Notes.

Source: Department of Supply and Services

Table 4

Department and sex Number and percentage of employees, by department and sex, 1982 and 1983

_		1982				1983		
_	Men	Wome	en		Men	Wom	en	
Department	No.	No.	%	Totala	No.	No.	%	Total
National Defence (civilian)	23,700	10,496	30.7	34, 197	23,567	10,707	31.2	34,274
lational Revenue (Customs and Excise,	10.070	11.007	40.0	05.000	40.700	44.770	40.4	05.544
faxation)	13,879	11,927	46.2	25,806	13,768	11,773	46.1	25,541
imployment and Immigration	9,563	14,851	60.8		9,679	15,089	60.9	24,768
ransport	7,881	3,909 2,831	26.4	20,875	16,927 7,804	4,011	19.2	20,938
nvironment upply and Services	4,981	5,079	50.5	10,712	5,005	2,788 5,136	50.6	10,592
Correctional Services of Canada	7,743	2,153	21.8	9,896	· · · · · · · · · · · · · · · · · · ·			10, 14 1
	7,126	2,193	26.7	9,718	7,724 6,981	2,401	23.7	9,548
griculture lational Health and Welfare	3,291	5.713	63.4	9,718			63.3	9,546
ublic Works	6,616	2,055	23.7	8,672	3,312 6,441	5,722 2,019	23.9	8,460
idian Affairs and Northern Development	2,922	3.026	50.9	5,948	2,898	2,019	50.7	5,873
isheries and Oceans	4,204	1,400	25.0	5,604	4,150	1,385	25.0	5,535
nergy, Mines and Resources	3,190	1,473	31.6	4,663	3,275	1,598	32.8	4,873
tatistics Canada	2,201	2,505	53.2	4,706	2,135	2,422	53.1	4,557
xternal Affairs	2,535	1,487	37.0	4,022	2,693	1,633	37.7	4,326
oyal Canadian Mounted Policeb	707	2,996	80.9	3,703	712	2,967	80.6	3,679
eterans Affairs	1,769	2,328	56.8	4,097	1,588	1,914	54.7	3,502
ecretary of State of Canada	1,156	2,026	63.7	3,182	1,093	2,000	64.7	3,093
dustry, Trade and Commerce <sup>c</sup>	1,016	778	43.4	1,794	1,429	1,134	44.2	2,563
onsumer and Corporate Affairs	1,382	1,017	42.4	2,399	1,413	1,064	43.0	2,477
ublic Service Commission	983	1,508	60.5	2,491	967	1,477	60.4	2,444
ommunications	1,453	800	35.5	2,253	1,460	798	35.3	2,258
ustice	587	719	55.1	1,306	590	741	55.7	1,331
anadian International Development Agency	608	539	47.0	1,147	559	530	48.7	1,089
ational Museums of Canada	564	412	42.2	976	571	442	43.6	1,013
nance	419	382	47.7	801	448	389	46.5	837
abour	369	424	53.5	793	381	417	52.3	798
anadian Grain Commission	610	173	22.1	783	601	187	23.7	788
anadian Transport Commission	455	311	40.6	766	466	321	40.8	787
ublic Archives of Canada	452	325	41.8	777	454	329	42.0	783
easury Board (Secretariat)	429	364	45.9	793	425	351	45.2	776
ational Library of Canada	162	386	70.4	548	157	387	71.1	544
ational Energy Board	268	163	37.8	431	271	169	38.4	440
anadian Radio-television and								
elecommunications Commission	216	195	47.4	411	218	186	46.0	404
ivy Council Office	134	196	59.4	330	143	211	59.6	354
anadian Pension Commission	100	226	69.3	326	104	203	66.1	307
plicitor General	118	149	55.8	267	113	146	56.4	259
ational Parole Board	70	180	72.0	250	70	182	72.2	252
nistry of State for Economic Development	82	82	50.0	164	113	129	53.3	242
surance	130	72	35.6	202	128	71	35.7	199
lairie Farm Rehabilitation Administration	93	90	49.2	183	90	97	51.9	187
terans' Land Administration	87	101	53.7	188	78	90	53.6	168
blic Service Staff Relations Board	79	89	53.0	168	75	91	54.8	166
easury Board (Office of the Comptroller eneral)	117	65	35.7	182	107	57	34.8	164
deral Court	67	83	55.3	150	67	86	56.2	153
Freign Investment Review Agency	75	58	43.6	133	66	63	48.8	129
fice of the Commissioner of Official								
Inguages	58	76	56.7	134	60	65	52.0	125
nadian Human Rights Commission	46	75	62.0	121	44	76	63.3	120
ience and Technology	79	78	49.7	157	64	53	45.3	117
Inistry of State for Social Development	31	42	57.5	73	34	65	65.7	99

Table 4 cont'd

		1982				1983		
	Men	Wom	nen		Men	Wom	en	
Department	No.	No.	%	Totala	No.	No.	%	Tota
Bureau of Pensions Advocates	35	63	64.3	98	38	58	60.4	9
Office of the Secretary to the Governor General	37	54	59.3	91	37	53	58.9	91
Canada Labour Relations Board	28	50	64.1	78	28	53	65.4	8
Office of the Chief Electoral Officer	42	25	37.3	67	50	26	34.2	76
Federal-Provincial Relations Office	33	33	50.0	66	34	31	47.7	65
Supreme Court	30	33	52.4	63	30	33	52.4	60
Immigration Appeal Board	18	35	66.0	53	18	36	66.7	54
War Veterans Allowance Board	12	6	33.3	18	26	23	46.9	49
Law Reform Commission of Canada	11	31	73.8	42	11	30	73.2	4
International Joint Commission	18	20	52.6	38	19	19	50.0	38
Tax Review Board	11	22	66.7	33	10	24	70.6	34
Tariff Board	13	12	48.0	25	19	10	34.5	29
Office of the Coordinator, Status of Women	0	21	100.0	21	1	24	96.0	25
Canadian Intergovernmental Conference Secretariat	8	10	55.6	18	9	15	62.5	24
Restrictive Trade Practices Commission	6	12	66.7	18	5	12	70.6	17
Pension Review Board	5	12	70.6	17	2	14	87.5	16
Office of the Commissioner for Federal Judicial Affairs	1	8	88.9	9	3	11	78.6	14
Regional Economic Expansion <sup>c</sup>	581	470	44.7	1,051	0	0	0.0	1
Total	132,658	89,922	40.4	222,582	131,858	90,186	40.6	222,044

Source: Department of Supply and Services

<sup>a Includes 2 employees in 1982 whose sex was not specified on pay documents.
b Employees under the</sup> *Public Service Employment Act* only
c In 1983, Regional Economic Expansion was integrated with Industry, Trade and Commerce.

# Table 5

# Department and language group

lumber and percentage of employees, by department and language group, 1982 and 1983

			1982				19			
	Anglo- phones	Francoph	nones	Anglo- phones and Franco-		Anglo- phones	Francophones No. %		Anglo- phones and Franco-	Totala
epartment	No.	No.	%	phones	Totala	No.			phones	
ational Defence (civilian)	27,330	6,648	19.6	33,978	34, 197	27,214	6,712	19.8	33,926	34,274
ational Revenue (Customs and Excise,										
axation)	19,208	6,566	25.5	25,774	25,806	18,887	6,639	26.0	25,526	25,541
mployment and Immigration	16,057	8,045	33.4	24, 102	24,414	16,342	8,362	33.8	24,704	24,768
ransport	16,192	4,581	22.1	20,773	20,875	16,229	4,652	22.3	20,881	20,938
nvironment	8,612	2,043	19.2	10,655	10,712	8,432	2,133	20.2	10,565	10,592
upply and Services	6,136	3,839	38.5	9,975	10,060	6, 162	3,921	38.9	10,083	10,141
orrectional Service of Canada	6,706	3,172	32.1	9,878	9,896	6,860	3,251	32.2	10,111	10,125
griculture	7,576	2,032	21.1	9,608	9,718	7,435	2,065	21.7	9,500	9,548
ational Health and Welfare	6,898	1,969	22.2	8,867	9,004	6,807	2,019	22.9	8,826	9,034
ublic Works	6,342	2,266	26.3	8,608	8,672	6, 146	2,246	26.8	8,392	8,460
dian Affairs and Northern Development	4,753	816	14.7	5,569	5,948	4,847	868	15.2	5,715	5,873
sheries and Oceans	4,965	629	11.2	5,594	5,604	4,859	671	12.1	5,530	5,535
hergy, Mines and Resources	3,589	1,065	22.9	4,654	4,663	3,729	1,135	23.3	4,864	4,873
atistics Canada	3,015	1,612	34.8	4,627	4,706	2,880	1,607	35.8	4,487	4,557
kternal Affairs	2,891	1,104	27.6	3,995	4,022	3,085	1,214	28.2	4,299	4,326
byal Canadian Mounted Police <sup>b</sup>	2,870	820	22.2	3,690	3,703	2,846	829	22.6	3,675	3,679
terans Affairs	2,598	1,477	36.2	4,075	4,097	1,964	1,515	43.5	3,479	3,502
cretary of State of Canada	1,005	2,176	68.4	3,181	3,182	949	2,144	69.3	3,093	3,093
Idustry, Trade and Commerce <sup>c</sup>	1,386	392	22.0	1,778	1,794	1,787	745	29.4	2,532	2,563
Onsumer and Corporate Affairs	1,533	855	35.8	2,388	2,399	1,540	934	37.8	2,474	2,477
blic Service Commission	953	1,515	61.4	2,468	2,491	914	1,517	62.4	2,431	2,444
mmunications	1,590	660	29.3	2,250	2,253	1,583	672	29.8	2,255	2,258
stice	873	428	32.9	1,301	1,306	888	438	33.0	1,326	1,331
Cnadian International Development Agency	542	605	52.7	1,147	1,147	497	592	54.4	1,089	1,089
tional Museums of Canada	671	304	31.2	975	976	696	317	31.3	1,013	1,013
Flance	527	269	33.8	796	801	556	280	33.5	836	837
Lbour	565	228	28.8	793	793	553	245	30.7	798	798
Cnadian Grain Commission	719	44	5.8	763	783	707	47	6.2	754	788
Cnadian Transport Commission	537	227	29.7	764	766	534	252	32.1	786	787
Fblic Archives of Canada	486	291	37.5	777	777	488	295	37.7	783	783
Teasury Board (Secretariat)	529	261	33.0	790	793	519	255	32.9	774	776
Ntional Library of Canada	352	196	35.8	548	548	345	199	36.6	544	544
Ational Energy Board	360	67	15.7	427	431	365	71	16.3	436	440
Chadian Radio-television and										
Tecommunications Commission	205	203	49.8	408	411	203	200	49.6	403	404
Pry Council Office	173	154	47.1	327	330	181	164	47.5	345	354
Chadian Pension Commission	244	80	24.7	324	326	237	69	22,5	306	307
Sicitor General	180	80	30.8	260	267	182	73	28.6	255	259
Nional Parole Board	150	100	40.0	250	250	149	103	40.9	252	252
Mistry of State for Economic Development	107	49	31.4	156	164	157	85	35.1	242	242
Inurance	153	48	23.9	201	202	150	49	24.6	199	199
Piirie Farm Rehabilitation Administration	150	0	0.0	150	183	161	0	0.0	161	187
Vierans' Land Administration	166	20	10.8	186	188	153	15	8.9	168	168
Polic Service Staff Relations Board	79	78	49.7	157	168	80	79	49.7	159	166
Trasury Board (Office of the Comptroller Gieral)	133	49	26.9	182	182	119	45	27.4	164	164

Table 5 cont'd

			1982				19	983		
	Anglo- phones	Francop	hones	Anglo- phones and		Anglo- phones	Francop	hones	Anglo- phones and Franco-	
Department	No.	No.	%	Franco- phones	Totala	No.	No.	%	phones	Totala
Federal Court	67	57	46.0	124	150	77	76	49.7	153	153
Foreign Investment Review Agency	108	25	18.8	133	133	105	24	18.6	129	129
Office of the Commissioner of Official Languages	31	102	76.7	133	134	33	92	73.6	125	125
Canadian Human Rights Commission	79	39	33.1	118	121	80	40	33.3	120	120
Science and Technology	96	61	38.9	157	157	79	38	32.5	117	117
Ministry of State for Social Development	43	30	41.1	73	73	63	36	36.4	99	99
Bureau of Pensions Advocates	80	18	18.4	98	98	79	17	17.7	96	96
Office of the Secretary to the Governor General	39	51	56.7	90	91	36	53	59.6	89	90
Canada Labour Relations Board	29	49	62.8	78	78	29	52	64.2	81	81
Office of the Chief Electoral Officer	16	51	76.1	67	67	23	53	69.7	76	76
Federal-Provincial Relations Office	33	33	50.0	66	66	30	35	53.8	65	65
Supreme Court	21	32	60.4	53	63	27	36	57.1	63	63
Immigration Appeal Board	34	18	34.6	52	53	37	17	31.5	54	54
War Veterans Allowance Board	13	5	27.8	18	18	32	17	34.7	49	49
Law Reform Commission of Canada	17	25	59.5	42	42	16	25	61.0	41	41
International Joint Commission	13	0	0.0	13	38	14	0	.0	14	38
Tax Review Board	13	20	60.6	33	33	14	20	58.8	34	34
Tariff Board	7	4	36.4	11	25	19	8	29.6	27	29
Office of the Coordinator, Status of Women	12	7	36.8	19	21	13	12	48.0	25	25
Canadian Intergovernmental Conference Secretariat	4	14	77.8	18	18	7	17	70.8	24	24
Restrictive Trade Practices Commission	10	8	44.4	18	18	9	8	47.1	17	17
Pension Review Board	9	8	47.1	17	17	8	7	46.7	15	16
Office of the Commissioner for Federal Judicial Affairs	1	8	88.9	9	9	4	10	71.4	14	14
Regional Economic Expansion <sup>o</sup>	669	371	35.7	1,040	1,051	0	0	0.0	0	0
Total	161,550	59,099	26.8	220,649	222,582	160,251	60,417	27.4	220,668	222,044

<sup>&</sup>lt;sup>a</sup> Includes 1,933 employees in 1982 and 1,376 in 1983 whose first official language was not specified. See Explanatory Notes. <sup>b</sup> Employees under the *Public Service Employment Act* only <sup>c</sup> In 1983, Regional Economic Expansion was integrated with Industry, Trade and Commerce.

Source: Department of Supply and Services

# able 6

ge and sex

umber and percentage of employees, by age group and sex, 1982 and 1983

		1982				1983					
	Men	Women			Men	Women					
ge group	No.	No.	%	Totala	No.	No.	%	Total			
nder 20	378	1,028	73.1	1,406	181	486	72.9	667			
)—24	6,395	12,350	65.9	18,745	5,530	10,706	65.9	16,236			
5—29	16,135	18,825	53.8	34,960	15,172	18,552	55.0	33,724			
)—34	22,915	16,744	42.2	39,659	22,584	17,592	43.8	40,176			
5—39	19,904	11,229	36.1	31,134	21,659	12,591	36.8	34,250			
)44	14,965	8,103	35.1	23,068	15,646	8,617	35.5	24,263			
5—49	14,028	6,908	33.0	20,936	13,957	7,079	33.7	21,036			
)—54	14,912	6,199	29.4	21,112	14,815	6,172	29.4	20,987			
5—59	13,567	5,391	28.4	18,958	13,058	5,170	28.4	18,228			
)—64	9,246	3,073	24.9	12,319	8,988	3,129	25.8	12,117			
and over	207	61	22.8	268	260	86	24.9	346			
otal <sup>b</sup>	132,658	89,922	40.4	222,582	131,858	90,186	40.6	222,044			

udes 2 employees in 1982 whose sex was not specified on pay documents.
udes 17 employees in 1982 and 14 in 1983 whose birthdates were not specified on superannuation cuments.

urce: Department of Supply and Services

# able 7

**ye and language group** The mber and percentage of employees, by age group and language group, 1982 and 1983

			1982			1983					
	Anglophones	glophones Francophones		Anglo- phones and Franco-		Anglophones	Francop	hones	Anglo- phones and Franco-		
e group	No.	No.	%	phones	Totala	No.	No.	%	phones	Totala	
der 20	830	519	38.5	1,349	1,406	382	263	40.8	645	667	
-24	11,992	6,465	35.0	18,457	18,745	10,216	5,799	36.2	16,015	16,236	
29	23,416	11,161	32.3	34,577	34,960	22,239	11,224	33.5	33,463	33,724	
34	27,646	11,683	29.7	39,329	39,659	27,869	12,037	30.2	39,906	40,176	
1-39	22,396	8,520	27.6	30,916	31,134	24,425	9,674	28.4	34,099	34,250	
1-44	17,132	5,744	25.1	22,876	23,068	17,877	6,259	25.9	24,136	24,263	
49	16,047	4,752	22.8	20,799	20,936	16,103	4,851	23.2	20,954	21,036	
1-54	16,328	4,642	22.1	20,970	21,112	16,149	4,731	22.7	20,880	20,987	
<del>1</del> –59	15,339	3,508	18.6	18,847	18,958	14,667	3,489	19.2	18,156	18,228	
(-64	10,189	2,071	16.9	12,260	12,319	10,020	2,049	17.0	12,069	12,117	
and over	223	32	12.5	255	268	294	41	12.2	335	346	
(alb	161,550	59,099	26.8	220,649	222,582	160,251	60,417	27.4	220,668	222,044	
11 1 000	. 1000 110701 1000				10 1 0						

ncides 1,933 employees in 1982 and 1,376 in 1983 whose first official language was not specified. See Exanatory Notes. Todes 17 employees in 1982 and 14 in 1983 whose birthdates were not specified on superannuation or

oce: Department of Supply and Services

# Table 8

#### Salary and sex

Number and percentage of full-time indeterminate employees, by salary group and sex,

in current dollars and in constant dollars, 1982 and 1983 1982 (current dollars) 1983 (current dollars) Women Women Men Men % % No No Tota Salary group<sup>b</sup> No. No Total<sup>c</sup> 29,993 68.6 43,75 Less than \$ 20,000 19,503 37, 154 65.6 56,658 13,758 20,000-29,999 57,792 37.1 91,944 51,914 38,473 42.6 90,387 34,151 30,000-39,999 26,801 5,719 17.6 32,278 8,273 20.4 40,55 40,000-49,999 14,214 1,185 7.7 15,399 16,821 1,917 10.2 18,738 229 4.2 5,473 7,595 394 4.9 7,989 50,000-59,999 5,244 60,000 and over 50 3.9 1,268 2,117 82 3.7 2.199 1,218 78,488 38.6 203,262 124,483 79,132 38.9 203,615 Total 124,772

40.4

7,375

131,858

11.054

90,186

18,429

222,044

40.6

11.434

7.886

## Table 9

Otherd

## Salary and language group

Number and percentage of full-time indeterminate employees, by salary group and language group, in current dollars and in constant dollars, 1982 and 1983

	1982 (cu	irrent doll	ars)			1983 (current dollars)				
Anglo- phones	Francopi	nones	Anglo- phones and		Anglo- phones	Francop	hones	Anglo- phones and		
No.	No. %		phones	Totalc	No.	No. %		phones	Total	
39,647	16,641	29.6	56,288	56,658	29,997	13,582	31.2	43,579	43,75	
67,026	24,452	26.7	91,478	91,944	65,329	24,766	27.5	90,095	90,387	
23,994	8,361	25.8	32,355	32,520	29,866	10,588	26.2	40,454	40,55	
12,321	3,017	19.7	15,338	15,399	14,563	4,128	22.1	18,691	18,738	
4,583	848	15.6	5,431	5,473	6,638	1,334	16.7	7,972	7,98	
992	249	20.1	1,241	1,268	1,743	429	19.8	2,172	2,19	
148,563	53,568	26.5	202,131	203,262	148,136	54,827	27.0	202,963	203,61	
12,987	5,531	29.9	18,518	19,320	12,115	5,590	31.6	17,705	18,42	
161,550	59,099	26.8	220,649	222,582	160,251	60,417	27.4	220,668	222,04	
	No. 39,647 67,026 23,994 12,321 4,583 992 148,563 12,987	Anglophones Francoph  No. No. 39,647 16,641 67,026 24,452 23,994 8,361 12,321 3,017 4,583 848 992 249 148,563 53,568 12,987 5,531	Anglophones         Francophones           No.         No.         %           39,647         16,641         29.6           67,026         24,452         26.7           23,994         8,361         25.8           12,321         3,017         19.7           4,583         848         15.6           992         249         20.1           148,563         53,568         26.5           12,987         5,531         29.9	Anglophones         Francophones         phones and Francophones           No.         No.         %         56,288           67,026         24,452         26,7         91,478           23,994         8,361         25.8         32,355           12,321         3,017         19.7         15,338           4,583         848         15.6         5,431           992         249         20.1         1,241           148,563         53,568         26.5         202,131           12,987         5,531         29.9         18,518	Anglo-phones         Francophones         Anglo-phones and Franco-phones         Total°           No.         No.         %         56,288         56,658           67,026         24,452         26.7         91,478         91,944           23,994         8,361         25.8         32,355         32,520           12,321         3,017         19.7         15,338         15,399           4,583         848         15.6         5,431         5,473           992         249         20.1         1,241         1,268           148,563         53,568         26.5         202,131         203,262           12,987         5,531         29.9         18,518         19,320	Anglo-phones         Francophones         Anglo-phones and Franco-phones         Anglo-phones           No.         No.         %         Franco-phones         Total <sup>o</sup> No.           39,647         16,641         29.6         56,288         56,658         29,997           67,026         24,452         26.7         91,478         91,944         65,329           23,994         8,361         25.8         32,355         32,520         29,866           12,321         3,017         19.7         15,338         15,399         14,563           4,583         848         15.6         5,431         5,473         6,638           992         249         20.1         1,241         1,268         1,743           148,563         53,568         26.5         202,131         203,262         148,136           12,987         5,531         29.9         18,518         19,320         12,115	Anglo-phones         Francophones         Anglo-phones and phones         Total°         No.         No. <td>Anglophones         Francophones         Anglophones and phones         Anglophones         Francophones         Francophones         Total No.         10.         1</td> <td>Anglo-phones         Francophones and Phones         Anglo-phones and Prancophones         Anglo-phones and Prancophones         No.         No.</td>	Anglophones         Francophones         Anglophones and phones         Anglophones         Francophones         Francophones         Total No.         10.         1	Anglo-phones         Francophones and Phones         Anglo-phones and Prancophones         Anglo-phones and Prancophones         No.         No.	

The base period used for the calculation of the constant dollars is 1981 and the annual averages of the Consumer

Source: Department of Supply and Services

Grand total 132,658 89,922 222,582 <sup>a</sup>The base period used for the calculation of the constant dollars is 1981 and the annual averages of the Consumer Price Index (CPI) oublished by Statistics Canada were used to determine the 1982 and 1983 (expressed in 1981

constant dollars) distribution bBased on employee's annual rate of pay on 31 December of the year specified.

clncludes 2 employees in 1982 whose sex was not specified on pay documents dConsists of employees whose type of employment is other than full-time indeterminate

Source: Department of Supply and Services

Price Index (CPI) published by Statistics Canada were used to determine the 1982 and 1983 distribution (expressed in 1981 constant dollars).

Based on employee's annual rate of pay on 31 December of the year specified.
Cincludes 1,933 employees in 1982 and 1,376 in 1983 whose first official language was not specified. See

dConsists of employees whose type of employment is other than full-time indeterminate.

	dollars)a	983 (constant	1		dollars)a	982 (constant	1
	)	Women	Men		1	Womer	Men
Total	%	No.	No.	Total°	%	No.	No.
77,242	64.6	49,891	27,351	81,719	63.1	51,531	30, 187
83,150	29.1	24, 198	58,952	82,550	27.7	22,838	59,711
27,026	15.2	4,106	22,920	24,502	13.7	3,368	21,134
13,140	6.2	816	12,324	11,710	5.5	641	11,069
2,608	4.2	109	2,499	2,359	4.2	100	2,259
449	2.7	12	437	422	2.4	10	412
203,615	38.9	79,132	124,483	203,262	38.6	78,488	24,772
18,429	60.0	11,054	7,375	19,320	59.2	11,434	7,886
222,044	40.6	90,186	131,858	222,582	40.4	89,922	32,658

and .									
	1982 (con	stant o	dollars)a			1983 (con	stant o	dollars)a	
inglo-	Francophones		Anglo- phones and		Anglo- phones	Francopho	ones	Anglo- phones and	
No.	No.	%	Franco- phones	Total	No.	No.	%	Franco- phones	Totalc
7,524	23,672	29.2	81,196	81,719	53,826	23,120	30.0	76,946	77,242
0,767	21,393	26.0	82,160	82,550	61,018	21,909	26.4	82,927	83,150
8,282	6,092	25.0	24,374	24,502	19,940	7,009	26.0	26.949	27,026
9,762	1,907	16.3	11,669	11,710	10,869	2,246	17.1	13,115	13,140
1,905	417	18.0	2,322	2,359	2,131	452	17.5	2,583	2,608
323	87	21.2	410	422	352	91	20.5	443	449
,563	53,568	26.5	202,131	203,262	148,136	54,827	27.0	202,963	203,615
2,987	5,531	29.9	18,518	19,320	12,115	5,590	31.6	17,705	18,429
,550	59,099	26.8	220,649	222,582	160,251	60,417	27.4	220,668	222,044

# Table 10

Category, type of employment and sex Number and percentage of employees, by occupational category, type of employment and sex, 1982 and 1983

			1982				1983		
Namel		Men	Wome	en		Men	Wome	en	
Occupational category	Type of employment	No.	No.	%	Totala	No.	No.	%	Tot
Management	Full-time								
	Indeterminate	2,988	171	5.4	3,159	3,622	226	5.9	3,84
	Seasonal	0	0	0.0	0	0	0	0.0	
	Specified period	15	1	6.3	16	18	1	5.3	
	Total	3,003	172	5.4	3,175	3,640	227	5.9	3,86
	Part-time								
	Indeterminate	0	0	0.0	0	0	0	0.0	
	Seasonal	0	0	0.0	0	0	0	0.0	
	Specified period	0	0	0.0	0	0	0	0.0	
	Total	0	0	0.0	0	0	0	0.0	
	Total <sup>b</sup>	3,003	172	5.4	3,175	3,640	227	5.9	3,8
Scientific and	Full-time								
Professional	Indeterminate	16,717	4,506	21.2	21,223	16,729	4,456	21.0	21,1
	Seasonal	1	1	50.0	2	1	1	50.0	
	Specified period	587	395	40.2	982	602	433	41.8	1,0
	Total	17,305	4,902	22.1	22,207	17,332	4,890	22.0	22,2
	Part-time								
	Indeterminate	25	212	89.5	237	26	178	87.3	2
	Seasonal	0	0	0.0	0	0	0	.0	
	Specified period	17	36	67.9	53	13	45	77.6	
	Total	42	248	85.5	290	39	223	85.1	2
	Total	17,347	5,150	22.9	22,497	17,371	5,113	22.7	22,48
Administrative	Full-time								
and	Indeterminate	35,657	16,478	31.6	52,135	35,694	17,273	32.6	52.9
Foreign Service	Seasonal	3	3	50.0	6	7	4	36.4	02,0
	Specified period	762	684	47.3	1,446	971	865	47.1	1,8
	Total	36,422	17,165	32.0	53,587	36,672	18,142	33.1	54,8
	Part-time						,		
	Indeterminate	49	395	89.0	444	78	514	86.8	5
	Seasonal	77	9	10.5	86	63	8	11.3	
	Specified period	31	36	53.7	67	25	39	60.9	
	Total	157	440	73.7	597	166	561	77.2	7
	Total	36,579	17,605	32.5	54,184	36,838	18,703	33.7	55,5
Technical	Full-time		11,55		01,	30,30	,.		-
	Indeterminate	22,811	2.848	11.1	25,659	22,721	2,918	11.4	25,6
	Seasonal	297	42	12.4	339	230	26	10.2	23,0
	Specified period	906	341	27.3	1,247	741	270	26.7	1,0
	Total	24,014	3,231	11.9	27,245	23,692	3,214	11.9	26,9
	Part-time	24,0	0,201	11.0	21,270	20,002	0,2,1	11.0	20,
	Indeterminate	4	41	91.1	45	7	52	88.1	
			71			0	0	0.0	
		0	0	0.0					
	Seasonal	0	17	0.0	31				
		0 14 18	0 17 58	0.0 54.8 76.3	31	16	17	51.5	

			1982				1983		
Laurational		Men	Wom	nen		Men	Won	nen	
ccupational ctegory	Type of employment	No.	No.	%	Total <sup>a</sup>	No.	No.	%	Tot
tal	Full-time								100
(ficer (tegories)	Indeterminate	78,344	24,002	23.5	102,346	78,730	24,871	24.0	103,60
legories)	Seasonal	301	46	13.3	347	238	31	11.5	
	Specified period	2,264	1,420	38.5	3,684	2,330	1,568	40.2	3,89
	Total	80,909	25,468	23.9	106,377	81,298	26,470	24.6	107,76
	Part-time				100,077	01,200	20,470	24.0	107,70
	<ul> <li>Indeterminate</li> </ul>	80	648	89.0	728	112	744	86.9	85
	Seasonal	77	9	10.5	86	63	8	11.3	7
	Specified period	62	89	58.9	151	54	101	65.2	15
	Total	219	746	77.3	965	229	853	78.8	1,08
	Total	81,128	26,214	24.4	107,342	81,527	27,323	25.1	108,85
ministrative	Full-time	<del></del>			101,012	01,027	21,020	20.1	100,03
Soport	Indeterminate	11,193	49,753	81.6	60.946	10,964	49,594	81.9	60,55
:	Seasonal	3	45	93.8	48	6	54	90.0	60,336
	Specified period	1,319	6,891	83.9	8,210	1,215	6,081	83.3	7,296
	Total	12,515	56,689	81.9	69,204	12,185	55,729	82.1	67,914
	Part-time				00,201	12,100	- 00,720	02.1	07,31
E	Indeterminate	40	1,067	96.4	1,107	42	1,315	96.9	1,35
	Seasonal	0	1	100.0	1	0	2	100.0	1,00
ı	Specified period	59	385	86.7	444	46	384	89.3	430
	Total	99	1,453	93.6	1,552	88	1,701	95.1	1,789
	Total	12,615	58,142	82.2	70,757	12,273	57,430	82.4	69,703
erational	Full-time				,	,		02.1	00,700
	Indeterminate	35,132	4,622	11.6	39,756	34,691	4,563	11.6	39,254
	Seasonal	796	135	14.5	931	701	120	14.6	82
-	Specified period	2,687	215	7.4	2,902	2,387	204	7.9	2.59
	Total	38,615	4,972	11.4	43,589	37,779	4,887	11.5	42,666
	Part-time						1,007		72,000
	Indeterminate	158	373	70.2	531	141	355	71.6	496
	Seasonal	2	8	80.0	10	2	8	80.0	10
	Specified period	36	101	73.7	137	36	72	66.7	108
	Total	196	482	71.1	678	179	435	70.8	614
	Total	38,811	5,454	12.3	44,267	37,958	5,322	12.3	43,280
lategories <sup>c</sup>	Full-time				,		-,		10,200
	<ul> <li>Indeterminate</li> </ul>	124,772	78,488	38.6	203,262	124,483	79,132	38.9	203,615
i i	Seasonal	1,100	226	17.0	1,326	945	205	17.8	1,150
	Specified period	6,271	8,527	57.6	14,798	5,934	7,858	57.0	13,792
	Total	132,143	87,241	39.8	219,386	131,362	87,195	39.9	218,557
	Part-time					,	07,100		210,001
	Indeterminate	278	2,088	88.3	2,366	295	2,415	89.1	2,710
	Seasonal	79	18	18.6	97	65	18	21.7	83
	Specified period	157	575	78.6	732	136	558	80.4	694
	Total	514	2,681	83.9	3,195	496	2,991	85.8	3,487
3	Grand totald	132,658			-,			00.0	222,044

heum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See

reum of the totals goes not agree with the grand total; the difference is 105 in 1982 and 40 in 1963. See synatory Notes.

Clies 216 employees in 1982 and 211 in 1983 whose positions are not classified in one of the six occupational allionies.

Clies 1 employee in 1982 whose type of employment was not specified on pay documents.

does: Management Resources Information System (Management Category); Department of Supply and Grees (all other categories)

# Table 11

Category, type of employment and language group

Number and percentage of employees, by occupational category, type of employment and language group, 1982 and 1983

group, 1962 and				1982					1983		
Occupational		Anglo- phones	Francop	hones	Anglo- phones and Franco-		Anglo- phones	Francop	hones	Anglo- phones and Franco-	
category	Type of employment	No.	No.	%	phones	Totala	No.	No.	%	phones	Tota
Management	Full-time										
	Indeterminate	2,545	614	19.4	3,159	3,159	3,090	758	19.7	3,848	3,84
	Seasonal	0	0	0.0	0	0	0	0	0.0	0	
	Specified period	12	4	25.0	16	16	16	33	15.8	19	1
	Total	2,557	618	19.5	3,175	3,175	3,106	761	19.7	3,867	3,86
	Part-time										
	<ul> <li>Indeterminate</li> </ul>	0	0	0.0	0	0	0	0	0.0	0	
	<ul> <li>Seasonal</li> </ul>	0	0	0.0	0	0	0	0	0.0	0	
	Specified period	0	0	0.0	0	0	0	0	0.0	0	
	Total	0	0	0.0	0	0	0	0	0.0	0	
	Total <sup>b</sup>	2,557	618	19.5	3,175	3,175	3,106	761	19.7	3,867	3,86
Scientific and	Full-time										
Professional	<ul> <li>Indeterminate</li> </ul>	16,580	4,373	20.9	20,953	21,223	16,516	4,491	21.4	21,007	21,18
	Seasonal	2	0	0.0	2	2	2	0	0.0	2	
	Specified period	720	214	22.9	934	982	760	249	24.7	1,009	1,03
	Total	17,302	4,587	21.0	21,889	22,207	17,278	4,740	21.5	22,018	22,22
	Part-time										
	<ul> <li>Indeterminate</li> </ul>	174	59	25.3	233	237	136	64	32.0	200	20
	<ul> <li>Seasonal</li> </ul>	0	0	0.0	0	0	0	0	0.0	0	
	Specified period	36	6	14.3	42	53	44	10	18.5	54	5
	Total	210	65	23.6	275	290	180	74	29.1	254	26
	Total	17,512	4,652	21.0	22,164	22,497	17,458	4,814	21.6	22,272	22,48
Administrative	Full-time										
and Eoroign Sonvice	Indeterminate	37,245	14,646	28.2	51,891	52,135	37,554	15,309	29.0	52,863	52,96
Foreign Service	Seasonal	5	1	16.7	6	6	6	5	45.5	11	1
	Specified period	949	459	32.6	1,408	1,446	1,204	598	33.2	1,802	1,83
	Total										-
		38, 199	15,106	28.3	53,305	53,587	38,764	15,912	29.1	54,676	54,81
	Part-time	38, 199	15,106	28.3	53,305	53,587	38,764	15,912	29.1	54,676	54,81
		38, 199	15,106 165	28.3	53,305	53,587	38,764	15,912	29.1	54,676 587	54,81
	Part-time										59
	Part-time  Indeterminate	274	165	37.6	439	444	369	218	37.1	587	59
	Part-time Indeterminate Seasonal	274 69	165 12	37.6 14.8	439 81	444 86	369 58	218	37.1 18.3	587 71	59 7 6
	Part-time Indeterminate Seasonal Specified period	274 69 40 383	165 12 17 194	37.6 14.8 29.8	439 81 57	444 86 67	369 58 39	218 13 18	37.1 18.3 31.6	587 71 57	
Technical	Part-time Indeterminate Seasonal Specified period Total	274 69 40 383	165 12 17 194	37.6 14.8 29.8 33.6	439 81 57 577	444 86 67 597	369 58 39 466	218 13 18 249	37.1 18.3 31.6 34.8	587 71 57 715	59 7 6 72
Technical	Part-time Indeterminate Seasonal Specified period Total	274 69 40 383	165 12 17 194	37.6 14.8 29.8 33.6	439 81 57 577	444 86 67 597	369 58 39 466	218 13 18 249	37.1 18.3 31.6 34.8	587 71 57 715	59 7 6 72
Technical	Part-time Indeterminate Seasonal Specified period Total Total Full-time	274 69 40 383 38,582	165 12 17 194 <b>15,300</b>	37.6 14.8 29.8 33.6 <b>28.4</b>	439 81 57 577 <b>53,882</b>	444 86 67 597 <b>54,184</b>	369 58 39 466 <b>39,230</b>	218 13 18 249 <b>16,161</b>	37.1 18.3 31.6 34.8 <b>29.2</b>	587 71 57 715 <b>55,391</b>	59 7 6 72 55,54
Technical	Part-time Indeterminate Seasonal Specified period Total Total Full-time Indeterminate	274 69 40 383 38,582 20,514	165 12 17 194 <b>15,300</b> 5,042	37.6 14.8 29.8 33.6 <b>28.4</b>	439 81 57 577 <b>53,882</b> 25,556	444 86 67 597 <b>54,184</b> 25,659	369 58 39 466 <b>39,230</b> 20,466	218 13 18 249 <b>16,161</b> 5,121	37.1 18.3 31.6 34.8 <b>29.2</b>	587 71 57 715 <b>55,391</b> 25,587	59 7 6 72 <b>55,54</b> 25,63
Technical	Part-time Indeterminate Seasonal Specified period Total Total Full-time Indeterminate Seasonal	274 69 40 383 38,582 20,514	165 12 17 194 <b>15,300</b> 5,042	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5	439 81 57 577 <b>53,882</b> 25,556 332	444 86 67 597 <b>54,184</b> 25,659 339	369 58 39 466 <b>39,230</b> 20,466 222	218 13 18 249 <b>16,161</b> 5,121 30	37.1 18.3 31.6 34.8 <b>29.2</b> 20.0	587 71 57 715 <b>55,391</b> 25,587 252	59 7 6 72 <b>55,54</b> 25,63
Technical	Part-time Indeterminate Seasonal Specified period Total Total Full-time Indeterminate Seasonal Specified period	274 69 40 383 38,582 20,514 297 934	165 12 17 194 <b>15,300</b> 5,042 35 285	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4	439 81 57 577 <b>53,882</b> 25,556 332 1,219	444 86 67 597 <b>54,184</b> 25,659 339 1,247	369 58 39 466 <b>39,230</b> 20,466 222 775	218 13 18 249 <b>16,161</b> 5,121 30 211	37.1 18.3 31.6 34.8 <b>29.2</b> 20.0 11.9 21.4	587 71 57 715 <b>55,391</b> 25,587 252 986	59 7 6 72 55,54 25,63 25
Technical	Part-time Indeterminate Seasonal Specified period Total Total Full-time Indeterminate Seasonal Specified period Total	274 69 40 383 38,582 20,514 297 934	165 12 17 194 <b>15,300</b> 5,042 35 285	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4	439 81 57 577 <b>53,882</b> 25,556 332 1,219	444 86 67 597 <b>54,184</b> 25,659 339 1,247	369 58 39 466 <b>39,230</b> 20,466 222 775	218 13 18 249 16,161 5,121 30 211 5,362	37.1 18.3 31.6 34.8 29.2 20.0 11.9 21.4 20.0	587 71 57 715 <b>55,391</b> 25,587 252 986 26,825	59 7 6 72 55,54 25,63 25
Technical	Part-time Indeterminate Seasonal Specified period Total  Full-time Indeterminate Seasonal Specified period Total  Part-time Indeterminate	274 69 40 383 38,582 20,514 297 934 21,745	165 12 17 194 <b>15,300</b> 5,042 35 285 5,362	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4 19.8	439 81 57 577 <b>53,882</b> 25,556 332 1,219 27,107	444 86 67 597 <b>54,184</b> 25,659 339 1,247 27,245	369 58 39 466 <b>39,230</b> 20,466 222 775 21,463	218 13 18 249 16,161 5,121 30 211 5,362	37.1 18.3 31.6 34.8 29.2 20.0 11.9 21.4 20.0	587 71 57 715 <b>55,391</b> 25,587 252 986 26,825	59 7 6 72 55,54 25,63 25 1,01 26,90
Technical	Part-time Indeterminate Seasonal Specified period Total  Full-time Indeterminate Seasonal Specified period Total  Part-time Indeterminate Seasonal Part-time Indeterminate Seasonal	274 69 40 383 38,582 20,514 297 934 21,745	165 12 17 194 15,300 5,042 35 285 5,362	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4 19.8	439 81 57 577 <b>53,882</b> 25,556 332 1,219 27,107	444 86 67 597 <b>54,184</b> 25,659 339 1,247 27,245	369 58 39 466 <b>39,230</b> 20,466 222 775 21,463	218 13 18 249 16,161 5,121 30 211 5,362	37.1 18.3 31.6 34.8 29.2 20.0 11.9 21.4 20.0	587 71 57 715 <b>55,391</b> 25,587 252 986 26,825	59 7 6 72 55,54 25,63 25 1,01 26,90
Technical	Part-time Indeterminate Seasonal Specified period Total  Full-time Indeterminate Seasonal Specified period Total  Part-time Indeterminate Seasonal Specified period Total  Part-time Indeterminate Seasonal Specified period	274 69 40 383 38,582 20,514 297 934 21,745	165 12 17 194 <b>15,300</b> 5,042 35 285 5,362 14 0	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4 19.8 32.6 0.0 30.8	439 81 57 577 <b>53,882</b> 25,556 332 1,219 27,107	444 86 67 597 <b>54,184</b> 25,659 339 1,247 27,245 45 0	369 58 39 466 <b>39,230</b> 20,466 222 775 21,463	218 13 18 249 16,161 5,121 30 211 5,362 21 0 14	37.1 18.3 31.6 34.8 29.2 20.0 11.9 21.4 20.0 36.8 0.0 48.3	587 71 57 715 <b>55,391</b> 25,587 252 986 26,825	59 7 6 72 55,54 25,63 25 1,01 26,90
Technical	Part-time Indeterminate Seasonal Specified period Total  Full-time Indeterminate Seasonal Specified period Total  Part-time Indeterminate Seasonal Part-time Indeterminate Seasonal	274 69 40 383 38,582 20,514 297 934 21,745	165 12 17 194 15,300 5,042 35 285 5,362	37.6 14.8 29.8 33.6 <b>28.4</b> 19.7 10.5 23.4 19.8	439 81 57 577 <b>53,882</b> 25,556 332 1,219 27,107	444 86 67 597 <b>54,184</b> 25,659 339 1,247 27,245	369 58 39 466 <b>39,230</b> 20,466 222 775 21,463	218 13 18 249 16,161 5,121 30 211 5,362	37.1 18.3 31.6 34.8 29.2 20.0 11.9 21.4 20.0	587 71 57 715 <b>55,391</b> 25,587 252 986 26,825	59 7 6 72 55,54 25,63 25 1,01 26,90

				1982					1983		
cupational		Anglo- phones	Francop	hones	Anglo- phones and Franco-		Anglo- phones	Francop	hones	Anglo- phones and Franco-	
egory	Type of employment	No.	No.	%	phones	Totala	No.	No.	%	phones	Total
al	Full-time										
icer egories)	<ul> <li>Indeterminate</li> </ul>	76,976	24,724	24.3	101,700	102,346	77,555	25,694	24.9	103,249	103,60
egones)	Seasonal	304	36	10.6	340	347	230	35	13.2	265	26
	Specified period	2,610	960	26.9	3,570	3,684	2,752	1,061	27.8	3,813	3,89
	Total	79,890	25,720	24.4	105,610	106,377	80,537	26,790	25.0	107,327	107,76
	Part-time									,021	107,70
	Indeterminate	479	238	33.2	717	728	542	303	35.9	845	85
	Seasonal	69	12	14.8	81	86	58	13	18.3	71	7
	Specified period	94	31	24.8	125	151	98	42	30.0	140	15:
	Total	642	281	30.4	923	965	698	358	33.9	1,056	1,08
	Total	80,532	26,001	24.4	106,533	107,342	81,235	27,148	25.0	108,383	108,850
ministrative	Full-time	00,002	20,001	24.4	100,000	107,042	01,200	27,140	20.0	100,303	100,00
port	Indeterminate	41,668	18,954	31.3	60,622	60, 946	41,015	19,384	32.1	60,399	60,558
	Seasonal	43	3	6.5	46	48	48	12	20.0	60	60,336
	Specified period	5,144	2,874	35.8	8,018	8,210	4,507	2,615	36.7	7,122	7,296
	Total	46,855	21,831	31.8	68,686	69,204	45,570	22,011	32.6	67,581	67,91
	Part-time	40,000	21,001	01.0	00,000	00,204	40,070	22,011	02.0	07,001	07,51
	Indeterminate	625	387	38.2	1,012	1,107	790	484	38.0	1,274	1,35
	Seasonal	023	1	100.0	1,012	1, 107	2	0	0.0	2	1,00
	Specified period	285	75	20.8	360	444	267	87	24.6	354	430
	Total	910	463	33.7	1,373	1,552	1,059	571	35.0	1,630	1,789
	Total	47,765	22,294	31.8	70,059	70,757	46,629	22,582	32.6	69,211	69,703
erational	Full-time	47,700	22,234	01.0	10,000	70,707	70,023	EE,00E	02.0	00,211	00,700
orational	Indeterminate	29,810	9,813	24.8	39,623	39,756	29,457	9,675	24.7	39,132	39,25
	Seasonal	727	184	20.2	911	931	630	182	22.4	812	82
	Specified period	2,213	503	18.5	2,716	2,902	1,831	536	22.6	2,367	2,59
!	Total	32,750	10,500	24.3	43,250	43,589	31,918	10,393	24.6	42,311	42,660
	Part-time	02,700	10,000		10,200	.0,000					
	Indeterminate	336	179	34.8	515	531	299	187	38.5	486	496
1	Seasonal	9	0	0.0	9	10	9	0	0.0	9	10
	Specified period	48	47	49.5	95	137	48	28	36.8	76	108
0	Total	393	226	36.5	619	678	356	215	37.7	571	614
i	Total	33,143	10,726	24.5	43,869	44,267	32,274	10,608	24.7	42,882	43,280
bategories <sup>c</sup>	Full-time	00,140	10,120	24.0	10,000	,		,			
1	Indeterminate	148,563	53,568	26.5	202,131	203,262	148,136	54,827	27.0	202,963	203,615
	Seasonal	1,074	223	17.2	1,297	1,326	908	229	20.1	1,137	1,150
	Specified period	9,968	4,338	30.3	14,306	14,798	9,094	4,215	31.7	13,309	13,792
	Total	159,605	58,129	26.7	217,734	219,386	158,138	59,271	27.3	217,409	218,557
	Part-time	100,000	30,123	20.7		3.0,000					
	Indeterminate	1,440	804	35.8	2,244	2,366	1,631	975	37.4	2,606	2,710
	Seasonal	78	13	14.3	91	97	69	13	15.9	82	83
	Specified period	427	153	26.4	580	732	413	158	27.7	571	694
	Total	1,945	970	33.3	2,915	3,195	2,113	1,146	35.2	3,259	3,487
1	Total	161,550				222,582	160,251	60,417	27.4	220,668	222,044

Idles 1,933 employees in 1982 and 1,376 in 1983 whose first official language was not specified. See Extinatory Notes.
The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.
The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.
The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.
The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 211 in 1983 whose positions are not classified in one of the six occupational and ories.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Extinatory Notes.

The lum of the totals does not agree with the grand total; the difference is 165 in 1982 and 1982 and 1983. See Extinatory Notes and 1982 and 1983. See Extinatory Notes and 1982 and 1983. See Extinatory Notes and 1983 and

Table 12									
Category, gre Number and per	oup and sex reentage of employees, by occupation	tional category,	group and se	ex, 1982 and	1 1983				
			1982				1983		
		Men	Won	nen		Men	Won	nen	
Occupational category	- Group	No.	No.	%	Totala	No.	No.	%	То
Management	Executive (EX)	1,870	98	5.0	1,968	2,040	118	5.5	2,1
	Senior Management (SM)	1,133	74	6.1	1,207	1,600	109	6.4	1,7
	Total <sup>b</sup>	3,003	172	5.4	3,175	3,640	227	5.9	3,8
Scientific and	Actuarial Science (AC)	23	1	4.2	24	20	0	0.0	
Professional	Agriculture (AG)	276	30	9.8	306	268	26	8.8	2
	Architecture and Town Planning (AR)	`329	36	9.9	365	316	40	11.2	3
	Auditing (AU)	2,822	185	6.2	3,007	2,791	191	6.4	2,9
	Biological Sciences (BI)	834	195	19.0	1,029	850	199	19.0	1,0
	Chemistry (CH)	318	89	21.9	407	308	90	22.6	3
	Defence Scientific Service (DS)	532	35	6.2	567	537	33	5.8	5
	Dentistry (DE)	50	3	5.7	53	45	5	10.0	
	Economics, Sociology and Statistics (ES)	1,913	444	18.8	2,357	1,898	476	20.1	2,3
	Education (ED)	1,411	1,384	49.5	2,795	1,393	1,359	49.4	2,7
	Engineering and Land Surveying (EN)	2,683	74	2.7	2,757	2,780	90	3.1	2,8
	Forestry (FO)	111	3	2.6	114	129	3	2.3	1
	Historical Research (HR)	200	81	28.8	281	194	84	30.2	2
	Home Economics (HE)	0	50	100.0	50	0	42	100.0	
	Law (LA)	518	167	24.4	685	522	183	26.0	7
	Library Science (LS)	175	351	66.7	526	170	359	67.9	5
	Mathematics (MA)	105	36	25.5	141	114	33	22.4	1
	Medicine (MD)	273	33	10.8	306	265	35	11.7	3
	Meteorology (MT)	530	27	4.8	557	523	31	5.6	5
	Nursing (NU)	143	1,494	91.3	1,637	144	1,402	90.7	1,5
	Occupational and Physical Therapy (OP)	3	35	92.1	38	3	23	88.5	
	Pharmacy (PH)	48	10	17.2	58	45	11	19.6	
	Physical Sciences (PC)	688	111	13.9	799	719	112	13.5	8
	Psychology (PS)	74	24	24.5	98	74	25	25.3	
	Scientific Regulation (SG)	411	65	13.7	476	402	60	13.0	4
						4 000	0.4	4.4	2.0

1,956

17,172

1,459

1,256

36,579

615

87

7,994

436

622

487

17,605

Administrative and Foreign Service

(PM)

Total

Program Administration

Welfare Programs (WP)

Translation (TR)

Purchasing and Supply (PG)

Scientific Research (SE)

00101111110 11000011011 (02)	1,000			-,				
Social Work (SW)	114	40	26.0	154	106	40	27.4	1
University Teaching (UT)	244	9	3.6	253	238	9	3.6	2
Veterinary Science (VS)	563	51	8.3	614	548	61	10.0	6
Total	17,347	5,150	22.9	22,497	17,371	5,113	22.7	22,4
Administrative Services (AS)	5,838	4,296	42.4	10,134	6,083	4,690	43.5	10,7
Administrative Trainee (AT)	112	133	54.3	245	75	80	51.6	11
Commerce (CO)	1,832	213	10.4	2,045	1,911	252	11.7	2,1
Computer Systems Administration (CS)	2,193	651	22.9	2,844	2,327	702	23.2	3,0
Financial Administration (FI)	1,942	629	24.5	2,571	1,934	673	25.8	2,6
Foreign Service (FS)	1,111	150	11.9	1,261	1,138	181	13.7	1,3
Information Services (IS)	632	528	45.5	1,160	653	580	47.0	1,2
Organization and Methods (OM)	738	193	20.7	931	753	206	21.5	9
Personnel Administration (PE)	1,679	1,273	43.1	2,952	1,614	1,356	45.7	2,5

31.8

23.0

50.3

27.9

32.5

4.3

2,043

25,166

1,895

1,237

1,743

54,184

1,969

16,996

1,469

1,283

36,838

602

91

8,409

448

621

505

18,703

4.4

25,4

1,5

1,

55,5

33.1

23.4

50.8

28.2

33.7

			1982				1983		
ocupational		Men	Wom	nen		Men	Wom	nen	
rtegory	Group	No.	No.	%	Totala	No.	No.	%	Total
chnical	Air Traffic Control (AI)	2,287	80	3.4	2,367	2,210	80	3.5	Tota
	Aircraft Operations (AO)	513	14	2.7	527	509	17	3.2	2,290
	Drafting and Illustration (DD)	1.547	232	13.0	1,779	1,547	249	13.9	1.796
:	Educational Support (EU)	21	55	72.4	76	17	50	74.6	67
	Electronics (EL)	3,076	35	1.1	3,111	3,038	34	1.1	
;	Engineering and Scientific Support (EG)	6,438	1,168	15.4	7,606	6,282	1,113	15.1	7,395
1	General Technical (GT)	2,376	361	13.2	2,737	2,412	370	13.3	2,782
	Photography (PY)	139	14	9.2	153	129	13	9.2	142
!	Primary Products Inspection (PI)	2,634	176	6.3	2,810	2,534	192	7.0	2,726
	Radio Operations (RO)	1,173	90	7.1	1,263	1,145	82	6.7	1,227
	Ships' Officers (SO)	1,388	51	3.5	1,439	1,390	67	4.6	1,457
	Social Science Support (SI)	1,072	988	48.0	2,060	1,087	988	47.6	2,075
	Technical Inspection (TI)	1,368	25	1.8	1,393	1,415	28	1.9	1,443
	Total	24,032	3,289	12.0	27,321	23,715	3,283	12.2	26,998
ministrative	Clerical and Regulatory (CR)	10,909	40,725	78.9	51,634	10,547	40,425	79.3	50,972
pport	Communications (CM)	445	328	42.4	773	447	317	41.5	764
	Data Processing (DA)	848	2,473	74.5	3,321	897	2,359	72.5	3,256
:	Office Equipment Operation (OE)	232	239	50.7	471	220	218	49.8	438
	Secretarial, Stenographic, Typing (ST)	181	14,377	98.8	14,558	162	14,111	98.9	14,273
1	Total	12,615	58,142	82.2	70,757	12,273	57,430	82.4	69,703
erational	Correction (CX)	4,228	173	3.9	4,401	4,221	302	6.7	4,523
	Firefighters (FR)	1,439	5	0.3	1,444	1,444	4	0.3	1,448
	General Labour and Trades (GL)	16,028	261	1.6	16,290	15,737	251	1.6	15,988
	General Services (GS)	7,984	3,352	29.6	11,337	7,897	3,336	29.7	11,233
3	Heat, Power and Stationary Plant Operation (HP)	2,376	8	0.3	2,384	2,251	12	0.5	2,263
	Hospital Services (HS)	883	1,173	57.1	2,056	717	948	56.9	1,665
	Lightkeepers (LI)	404	2	0.5	406	423	8	1.9	431
1	Printing Operations (PR)	790	426	35.0	1,216	768	414	35.0	1,182
	Ship Repair (SR)	2,504	10	0.4	2,514	2,367	9	0.4	2,376
	Ships' Crews (SC)	2,174	44	2.0	2,218	2,133	38	1.8	2,171
	Total <sup>c</sup>	38,811	5,454	12.3	44,267	37,958	5,322	12.3	43,280
	Grand totald	132,658	89,922	40.4	222,582	131,858	90,186	40.6	222,044

Citate Current Current

Table 13

Category, group and language group

Number and percentage of employees, by occupational category, group and language group, 1982 and 1983

group, 1982 and	1903			1982					1983		
Occupational		Anglo- phones	Francoph		Anglo- phones and Franco-	_	Anglo- phones	Francopl	hones	Anglo- phones and Franco-	
Occupational category	Group	No.	No.	%	phones	Totala	No.	No.	%	phones	Total
Management	Executive (EX)	1,554	414	21.0	1,968	1,968	1,689	469	21.7	2,158	2,158
Trial language	Senior Management (SM)	1,003	204	16.9	1,207	1,207	1,417	292	17.1	1,709	1,709
	Total <sup>b</sup>	2,557	618	19.5	3,175	3,175	3,106	761	19.7	3,867	3,867
Scientific and	Actuarial Science (AC)	12	12	50.0	24	24	11	9	45.0	20	20
Professional	Agriculture (AG)	248	58	19.0	306	306	240	54	18.4	294	294
	Architecture and Town Planning (AR)	291	72	19.8	363	365	279	74	21.0	353	356
	Auditing (AU)	2,269	735	24.5	3,004	3,007	2,252	728	24.4	2,980	2,98
	Biological Sciences (BI)	886	136	13.3	1,022	1,029	900	142	13.6	1,042	1,049
	Chemistry (CH)	353	50	12.4	403	407	339	56	14.2	395	398
	Defence Scientific Service (DS)	452	115	20.3	567	567	450	120	21.1	570	570
	Dentistry (DE)	44	8	15.4	52	53	43	6	12.2	49	50
	Economics, Sociology and Statistics (ES)	1,867	460	19.8	2,327	2,357	1,870	492	20.8	2,362	2,374
	Education (ED)	1,642	986	37.5	2,628	2,795	1,713	975	36.3	2,688	2,752
	Engineering and Land Surveying (EN)	2,285	431	15.9	2,716	2,757	2,364	480	16.9	2,844	2,870
	Forestry (FO)	91	21	18.8	112	114	104	27	20.6	131	132
	Historical Research (HR)	197	83	29.6	280	281	202	76	27.3	278	278
	Home Economics (HE)	37	13	26.0	50	50	27	15	35.7	42	4:
	Law (LA)	501	178	26.2	679	685	518	187	26.5	705	70
	Library Science (LS)	415	109	20.8	524	526	417	110	20.9	527	52
	Mathematics (MA)	117	24	17.0	141	141	118	29	19.7	147	14
	Medicine (MD)	243	59	19.5	302	306	234	59	20.1	293	300
	Meteorology (MT)	444	111	20.0	555	557	431	123	22.2	554	55
	Nursing (NU)	1,322	295	18.2	1,617	1,637	1,173	323	21.6	1,496	1,54
	Occupational and Physical Therapy (OP)	34	4	10.5	38	38	20	6	23.1	26	2
	Pharmacy (PH)	39	18	31.6	57	58	34	20	37.0	54	5
	Physical Sciences (PC)	702	95	11.9	797	799	721	105	12.7	826	83
	Psychology (PS)	66	32	32.7	98	98	68	31	31.3	99	9
	Scientific Regulation (SG)	377	99	20.8	476	476	362	99	21.5	461	46
	Scientific Research (SE)	1,882	149	7.3	2,031	2,043	1,892	153	7.5	2,045	2,06
	Social Work (SW)	118	33	21.9	151	154	110	33	23.1	143	14
	University Teaching (UT)	147	95	39.3	242	253	145	99	40.6	244	24
	Veterinary Science (VS)	431	171	28.4	602	614	421	183	30.3	604	60
	Total	17,512	4,652	21.0	22,164	22,497	17,458	4,814	21.6	22,272	22,48
Administrative	Administrative Services (AS)	6,896	3,182	31.6	10,078	10,134	7,271	3,481	32.4	10,752	10,77
and Foreign	Administrative Trainee (AT)	141	102	42.0	243	245	98	53	35.1	151	15
Service	Commerce (CO)	1,609	417	20.6	2,026	2,045	1,683	456	21.3	2,139	2,16
	Computer Systems Administration (CS)	2,199	631	22.3	2,830	2,844	2,335	682	22.6	3,017	3,02
	Financial Administration (FI)	1,901	643	25.3	2,544	2,571	1,929	670	25.8	2,599	2,60
	Foreign Service (FS)	967	283	22.6	1,250	1,261	1,003	315	23.9	1,318	1,31
	Information Services (IS)	760	396	34.3	1,156	1,160	790	438	35.7	1,228	1,23
	Organization and Methods (OM)	754	176	18.9	930	931	755	203	21.2	958	95
	Personnel Administration (PE)	1,910	1,032	35.1	2,942	2,952	1,885	1,078	36.4	2,963	2,97
	Program Administration (PM)	18,511	6,538	26.1	25,049	25,166		6,814	26.9	25,363	25,40
	Purchasing and Supply (PG)	1,474	418	22.1	1,892	1,895		449	23.4		1,9
	Translation (TR)	184		85.1	1,236	1,237		1,056	86.3		1,22
		1,276		25.2		1,743		466	26.4		1,78
	Welfare Programs (WP)	1,210									

				1982					1983		
cupational		Anglo- phones	Francop		Anglo- phones and Franco-		Anglo- phones	Francophone		Anglo- phones and Franco-	
egory	Group	No.	No.	%	phones	Totala	No.	No.	%	phones	Totala
chnical	Air Traffic Control (AI)	2,050	314	13.3	2,364	2,367	1,990	300	13.1	2,290	2,290
	Aircraft Operations (AO)	445	81	15.4	526	527	437	88	16.8	525	526
	Drafting and Illustration (DD)	1,371	393	22.3	1,764	1,779	1,380	405	22.7	1,785	1,796
	Educational Support (EU)	59	7	10.6	66	76	58	6	9.4	64	67
	Electronics (EL)	2,478	629	20.2	3,107	3,111	2,434	635	20.7	3,069	3,072
	Engineering and Scientific Support (EG)	6,261	1,298	17.2	7,559	7,606	6,071	1,282	17.4	7,353	7,395
	General Technical (GT)	2,207	519	19.0	2,726	2,737	2,269	509	18.3	2,778	2,782
	Photography (PY)	116	36	23.7	152	153	107	35	24.6	142	142
	Primary Products Inspection (PI)	2,100	677	24.4	2,777	2,810	2,030	683	25.2	2,713	2,726
	Radio Operation (RO)	1,057	198	15.8	1,255	1,263	1,037	190	15.5	1,227	1,227
	Ships' Officers (SO)	1,142	293	20.4	1,435	1,439	1,153	301	20.7	1,454	1,457
	Social Science Support (SI)	1,449	606	29.5	2,055	2,060	1,462	608	29.4	2,070	2,075
	Technical Inspection (TI)	1,057	333	24.0	1,390	1,393	1,086	355	24.6	1,441	1,443
	Total	21,792	5,384	19.8	27,176	27,321	21,514	5,397	20.1	26,911	26,998
ministrative	Clerical and Regulatory (CR)	34,980	16,147	31.6	51,127	51,634	34,276	16,348	32.3	50,624	50,972
oport	Communications (CM)	602	167	21.7	769	773	592	171	22.4	763	764
:	Data Processing (DA)	2,375	897	27.4	3,272	3,321	2,328	885	27.5	3,213	3,256
	Office Equipment Operation (OE)	281	150	34.8	431	471	279	149	34.8	428	438
	Secretarial, Stenographic, Typing (ST)	9,527	4,933	34.1	14,460	14,558	9,154	5,029	35.5	14, 183	14,273
1	Total	47,765	22,294	31.8	70,059	70,757	46,629	22,582	32.6	69,211	69,703
erational	Correction (CX)	2,919	1,479	33.6	4,398	4,401	3,030	1,490	33.0	4,520	4,523
	Firefighters (FR)	1,236	205	14.2	1,441	1,444	1,234	210	14.5	1,444	1,448
	General Labour and Trades (GL)	12,373	3,799	23.5	16,172	16,290	12,060	3,791	23.9	15,851	15,988
	General Services (GS)	8,474	2,752	24.5	11,226	11,337	8,337	2,729	24.7	11,066	11,233
	Heat, Power and Stationary Plant Operation (HP)	1,871	503	21.2	2,374	2,384	1,799	457	20.3	2,256	2,263
1	Hospital Services (HS)	1,199	813	40.4	2,012	2,056	856	772	47.4	1,628	1,665
	Lightkeepers (LI)	367.	35	8.7	402	406	395	36	8.4	431	431
	Printing Operations (PR)	448	765	63.1	1,213	1,216	429	751	63.6	1,180	1,182
	Ship Repair (SR)	2,386	33	1.4	2,419	2,514	2,304	37	1.6	2,341	2,376
	Ships' Crews (SC)	1,870	341	15.4	2,211	2,218	1,830	335	15.5	2,165	2,171
	Total <sup>c</sup>	33,143	10,726	24.5	43,869	44,267	32,274	10,608	24.7	42,882	43,280
	Grand totald	161,550	50,000	26.0	220 640	222,582	160,251	60,417	27.4	220,668	222 044

Crand total (1982 and 1,376 in 1983 whose first official language was not specified. See Exanatory Notes.

This was of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Exanatory Notes.

The standard Notes.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 whose group was not specified on pay documents.

The standard Notes in 1982 was not specified on pay documents.

The standard Notes in 1982 and 211 in 1983 whose positions are not classified in one of the six occupational capories.

The standard Notes is the standard Notes in 1982 was not specified on pay documents.

The standard Notes is the standard Notes in 1982 was not specified on pay documents.

The standard Notes is 1982 and 211 in 1983 whose positions are not classified in one of the six occupational capories.

The standard Notes is 1982 and 211 in 1983 whose positions are not classified in one of the six occupational capories.

The standard Notes is 1982 and 211 in 1983 whose positions are not classified in one of the six occupational capories.

Category and location

Number and percentage of employees, by occupational category and job location, 1982 and 1983

		1982			1983					
	National Capital Region	Othe locatio			National Capital Region	Other locatio				
Occupational category	No.	No.	%	Total	No.	No.	%	Tota		
Management <sup>a</sup>	2,396	779	24.5	3,175	2,861	1,006	26.0	3,867		
Scientific and Professional	8,880	13,617	60.5	22,497	8,928	13,556	60.3	22,484		
Administrative and Foreign Service	21,734	32,450	59.9	54,184	22,304	33,237	59.8	55,541		
Technical	6,574	20,747	75.9	27,321	6,509	20,489	75.9	26,998		
Total (officer categories)	39,637	67,705	63.1	107,342	40,505	68,345	62.8	108,850		
Administrative Support	26,861	43,896	62.0	70,757	26,263	43,440	62.3	69,700		
Operational	5,375	38,892	87.9	44,267	5,216	38,064	87.9	43,280		
Grand total <sup>b</sup>	72,042	150,540	67.6	222,582	72,150	149,894	67.5	222,044		

<sup>&</sup>lt;sup>a</sup>The sum of the totals does not agree with the grand total; the difference is 165 in 1982 and 40 in 1983. See Explanatory Notes.

Sources: Management Resources Information System (Management Category); Department of Supply and Services (all other categories)

Table 15

Women, francophones and indigenous people in the Management Category Number and percentage of women, francophones and indigenous people in the Management Category, by group and level, 1982 and 1983

				198	,2			1983							
	Worr	nen	Francoph	nones	Indigen		Total employees in		Wom	nen	Francoph	nones	Indigen		Total employees in
Group and level	No.	%	No.	%	No.	%	category		No.	%	No.	%	No.	%	category
EX 5ª	1	1.5	15	23.1	0	0.0	73		1	1.3	18	23.4	0	0.0	77
EX 4	9	4.7	44	22.8	1	0.5	193		12	5.8	45	21.6	1	0.5	208
EX 3	9	2.0	98	21.7	1	0.2	451		12	2.5	108	22.2	2	0.4	486
EX 2	31	5.5	105	18.5	1	0.2	568		37	6.0	125	20.3	1	0.2	617
EX 1	47	7.1	144	21.7	1	0.2	663		56	7.4	168	22.2	4	0.5	756
SX (unconverted)	1	5.0	8	40.0	0	0.0	20		0	0.0	5	35.7	0	0.0	14
Total	98	5.0	414	21.0	4	0.2	1,968		118	5.5	469	21.7	8	0.4	2,158
SM	74	6.1	204	16.9	6	0.5	1,207		109	6.4	292	17.1	9	0.5	1,709
Grand total	172	5.4	618	19.5	10	0.3	3,175		227	5.9	761	19.7	17	0.4	3,867

<sup>&</sup>lt;sup>a</sup>Includes 8 executives in 1982 and 9 in 1983 who are ranked as GX, which entitles them to the DM-1 salary range.

Source: Management Resources Information System

<sup>&</sup>lt;sup>b</sup>lincludes 216 employees in 1982 and 211 in 1983 whose positions are not classified in one of the six occupational categories.

Table 16

Women in the Management Category

Source: Management Resources Information System

Number and percentage of women in the Management Category, by department, 1983

	Wor	men	Total
Department	No.	%	employees in category
Canadian Pension Commission	1	100.0	1 category
National Library of Canada	3	42.9	7
Canadian Human Rights Commission	2	40.0	5
Privy Council Office	19	31.7	60
Office of the Commissioner of Official Languages	3	20.0	15
Labour Labour	6	18.2	33
Public Service Commission	11	17.5	63
Ministry of State for Economic Development	7	17.1	41
Treasury Board (Secretariat)	28	15.8	177
Departments with fewer than 100 employees	10	15.6	64
Justice Justice	2	12.5	16
National Parole Board	1	12.5	8
National Health and Welfare	18	12.2	147
Secretary of State of Canada	6	11.8	51
	2	10.5	19
Science and Technology			
Communications  Case and Corporate Affairs	8 5	8.2	98
Consumer and Corporate Affairs		7.8	
Employment and Immigration	7	7.1	197
Canadian International Development Agency		6.7	105
Statistics Canada	5	6.5	77
Correctional Service of Canada	4	6.2	65
Public Archives of Canada	1	5.6	18
Indian Affairs and Northern Development	8	5.5	146
Treasury Board (Office of the Comptroller General)	4	5.5	73
Finance	3	4.3	70
National Museums of Canada	1	4.2	24
Canadian Radio-television and Telecommunications Commission	1	4.0	25
Veterans Affairs	1	3.7	27
Regional Industrial Expansion	7	3.2	222
Energy, Mines and Resources	5	3.1	161
External Affairs	5	3.0	166
Transport	8	2.9	276
National Revenue (Customs and Excise, Taxation)	5	2.4	208
Supply and Services	5	2.3	220
Environment	6	2.2	279
Agriculture	2	1.4	148
Fisheries and Oceans	1	0.9	116
National Defence (civilian)	1	0.8	126
Public Works	1	0.8	128
Canadian Grain Commission	0	0.0	6
Canadian Transport Commission	0	0.0	38
Federal Court	0	0.0	1
Foreign Investment Review Agency	0	0.0	15
Insurance	0	0.0	7
National Energy Board	0	0.0	23
Public Service Staff Relations Board	0	0.0	11
Royal Canadian Mounted Police <sup>a</sup>	0	0.0	1
Solicitor General	0	0.0	19
Total	227	5.9	3,867

Table 17

Women in the Scientific and Professional Category

Number and percentage of women in the Scientific and Professional Category, by department, 1983 Women Total employees Department No. % in category National Parole Board 100.0 Office of the Commissioner of Official Languages 1 100.0 1 Veterans' Land Administration 1 100.0 Veterans Affairs 278 378 73.5 National Library of Canada 141 68.1 207 Canadian Human Rights Commission 60.0 5 391 56.7 689 Public Service Commission National Health and Welfare 1.085 54.6 1.986 796 1,750 Indian Affairs and Northern Development 45.5 Correctional Service of Canada 310 43.5 712 Royal Canadian Mounted Police<sup>a</sup> 10 41.7 24 National Museums of Canada 34 35.1 97 Secretary of State of Canada 8 34.8 23 Solicitor General 10 31.3 32 External Affairs 17 55 30.9 104 Public Archives of Canada 32 30.8 166 26.3 632 Treasury Board (Office of the Comptroller General) 1 25.0 4 Departments with fewer than 100 employees 18 24.7 73 Statistics Canada 185 24.5 754 200 Employment and Immigration 43 Finance 56 20.9 268 National Defence (civilian) 345 19.5 1.769 Canadian Pension Commission 6 18.2 33 Foreign Investment Review Agency 1 16.7 6 Privy Council Office 1 16.7 6 Science and Technology 1 16.7 6 Ministry of State for Economic Development 6 15.8 38 Canadian Transport Commission 23 14.7 156 Industry, Trade and Commerce 14.5 76 Canadian Radio-television and Telecommunications Commission 143 35 Labour 7 13.7 51 National Energy Board 19 13.4 142 Consumer and Corporate Affairs 31 13.0 238 Treasury Board (Secretariat) 4 12.9 31 Canadian Grain Commission 3 26 Agriculture 241 2,105 114 Energy, Mines and Resources 151 11.3 1,340 Fisheries and Oceans 98 9.8 1,004 Environment 230 97 2,374 Supply and Services 20 8.6 232 Transport 71 8.5 834 Canadian International Development Agency 5 7.1 70 National Revenue, (Customs and Excise, Taxation) 196 7.0 2,808 Public Works 646 5.0 Communications 360 16 44 Prairie Farm Rehabilitation Administration 3 3.6 84 Insurance 0 18 Total 5,113 22.7 22.484

Employees under the Public Service Employment Act only

Source: Department of Supply and Services

Table 18

Women in the Administrative and Foreign Service Category
Number and percentage of women in the Administrative and Foreign Service Category,
by department, 1983

by department, 1983	Wom	en	Total
			employees
Department	No.	%	in category
Privy Council Office	41	56.9	72
Canadian Human Rights Commission	35	53.8	65
National Museums of Canada	123	53.5	230
Departments with fewer than 100 employees	110	52.6	209
Ministry of State for Economic Development	41	52.6	78
Secretary of State of Canada	1,002	52.6	1,905
National Library of Canada	30	51.7	58
Justice	54	51.4	105
Royal Canadian Mounted Police <sup>a</sup>	123	50.2	245
National Parole Board	41	50.0	82
Office of the Commissioner of Official Languages	33	47.1	70
National Health and Welfare	793	47.0	1,686
Finance	84	46.7	180
Public Service Commission	361	45.0	802
Federal Court	26	44.1	59
Solicitor General	43	43.4	99
Communications	205	41.6	493
Employment and Immigration	4,757	39.8	11,942
Treasury Board (Office of the Comptroller General)	21	39.6	53
Treasury Board (Secretariat)	140	39.0	359
Indian Affairs and Northern Development	676	37.4	1,808
Canadian Pension Commission	22	37.3	59
Consumer and Corporate Affairs	236	35.3	669
Statistics Canada	267	35.3	756
Energy, Mines and Resources	282	35.2	802
Canadian International Development Agency	181	35.1	515
Veterans Affairs	302	34.0	887
Canadian Radio-television and Telecommunications			
Commission	70	33.8	207
Environment	461	31.4	1,468
Transport	785	31.3	2,508
Supply and Services	1,049	31.2	3,361
Canadian Transport Commission	68	30.9	220
Labour	107	30.1	355
National Revenue (Customs and Excise, Taxation)	3,701	29.8	12,422
Agriculture	263	29.2	902
Public Archives of Canada	39	28.9	135
Science and Technology	15	28.8	52
National Energy Board	34	28.6	119
Fisheries and Oceans	214	27.1	790
Foreign Investment Review Agency	14	25.5	55
Public Works	364	24.4	1,491
Canadian Grain Commission	8	23.5	34
Insurance	27	22.7	119
Correctional Service of Canada	400	22.4	1,789
National Defence (civilian)	421	22.3	1,891
Industry, Trade and Commerce	280	21.3	1,312
External Affairs	343	17.6	1,953
Veterans' Land Administration	11	15.7	70
Total	18,703	33.7	55,541
Employees under the Public Service Employment Act only	10,703	00.7	00,041

Table 19

Women in the Technical Category

Number and percentage of women in the Technical Category, by de	ераппеп	, 1983	
	Won	nen	Total
Department	No.	%	employees in category
Canadian Human Rights Commission	1	100.0	category
Canadian Pension Commission	1	100.0	
Foreign Investment Review Agency	4	100.0	
National Parole Board	2	100.0	
Office of the Commissioner of Official Languages	1	100.0	
Science and Technology	2	100.0	
Treasury Board (Office of the Comptroller General)	1	100.0	
Solicitor General	6	85.7	-
National Library of Canada	40	76.9	5;
Justice Justice	38	74.5	5
	30	73.2	4
Secretary of State of Canada	2	66.7	
Ministry of State for Economic Development	17		27
Veterans Affairs		63.0	12
Treasury Board (Secretariat)	6	50.0	
Labour	18	48.6	37
Canadian International Development Agency	8	44.4	18
Statistics Canada	326	42.2	77:
National Health and Welfare	286	41.8	68
Privy Council Office	2	40.0	
Finance	15	39.5	38
Employment and Immigration	29	38.2	70
Royal Canadian Mounted Police <sup>a</sup>	30	38.0	79
Public Archives of Canada	46	37.1	124
Public Service Commission	17	33.3	5
Industry, Trade and Commerce	20	32.3	6:
National Museums of Canada	80	31.1	25
National Energy Board	9	30.0	30
Departments with fewer than 100 employees	13	26.5	49
Indian Affairs and Northern Development	95	26.0	36
Canadian Radio-television and Telecommunications Commission	3	25.0	1;
Correctional Service of Canada	18	19.8	9
External Affairs	29	19.6	148
Agriculture	555	16.6	3,34
Supply and Services	19	15.2	12:
Energy, Mines and Resources	159	14.8	1,07
Canadian Grain Commission	57	14.6	39
National Revenue (Customs and Excise, Taxation)	31	14.0	22
Environment	360	12.4	2,90
Canadian Transport Commission	12	11.8	10:
Fisheries and Oceans	190	9.7	1,96
Consumer and Corporate Affairs	47	8.4	56
Public Works	60	5.3	1,14
National Defence (civilian)	145	5.1	2,83
Transport	425	4.9	8,62
Communications	28	4.6	61
Federal Court	0	0.0	
Total	3,283	12.2	26,998

Employees under the Public Service Employment Act only

Table 20

Women in the Administrative Support Category
Number and percentage of women in the Administrative Support Category, by department, 1983

	Wo	men	Total
Department	No.	%	employees in category
Foreign Investment Review Agency	44	93.6	47
Justice	481	92.5	520
Royal Canadian Mounted Police <sup>a</sup>	2,715	91.9	2,955
Prairie Farm Rehabilitation Administration	94	91.3	103
Secretary of State of Canada	952	89.6	1,062
Ministry of State for Economic Development	76	89.4	85
Indian Affairs and Northern Development	1,273	88.7	1,435
Correctional Service of Canada	1,302	88.6	1,469
Industry, Trade and Commerce	815	88.6	920
Fisheries and Oceans	860	88.1	976
Public Service Commission	676	87.9	769
National Museums of Canada	186	87.3	213
Labour	279	87.2	320
Communications	540	87.0	621
Solicitor General	87	87.0	100
Science and Technology	33	86.8	38
National Parole Board	137	86.7	158
Agriculture	1,409		1,633
National Energy Board	107	86.3	
	329	86.3	124
Canadian International Development Agency Treasury Board (Office of the Comptroller General)		85.7 85.3	384
	29		34
Canadian Grain Commission	108	85.0	127
Canadian Radio-television and Telecommunications Commission	106	84.8	125
Finance	231	84.6	273
Treasury Board (Secretariat)	172	84.3	204
Employment and Immigration	10,238	83.4	12,280
National Health and Welfare	3,098	83.3	3,721
Environment	1,598	83.0	1,925
Transport	2,660	82.0	3,245
National Defence (civilian)	7,031	81.7	8,606
Consumer and Corporate Affairs	7,001	81.6	913
Departments with fewer than 100 employees	376	81.6	461
Public Works	1,180	81.5	1,448
			43
Canadian Human Rights Commission	35	81.4	9,607
National Revenue (Customs and Excise, Taxation)	7,820		
Veterans' Land Administration	78	81.3	96
Canadian Pension Commission	173	81.2	213
Energy, Mines and Resources	999	81.0	1,233
Canadian Transport Commission	218	80.4	271
Insurance	44	80.0	55
National Library of Canada	172	78.9	218
Veterans Affairs	980	77.5	1,265
Supply and Services	3,627	76.3	4,752
Statistics Canada	1,639	75.6	2,167
Privy Council Office	145	75.5	192
Federal Court	58	72.5	80
Office of the Commissioner of Official Languages	27	71.1	38
External Affairs	1,237	68.2	1,813
Public Archives of Canada	211	57.7	366
Total	57,430	82.4	69,703
Employees under the Public Service Employment Act only Source: Department of Supply and Services			

Table 21

Women in the Operational Category

	Wom	Total	
			employees
Department	No.	%	in category
National Health and Welfare	445	54.7	813
National Library of Canada	1	50.0	2
Veterans Affairs	334	36.5	916
Indian Affairs and Northern Development	125	34.8	359
Privy Council Office	7	31.8	22
Supply and Services	416	28.7	1,449
Royal Canadian Mounted Police <sup>a</sup>	89	23.7	375
Departments with fewer than 100 employees	12	21.1	57
Federal Court	2	18.2	11
National Defence (civilian)	2,765	14.5	19,052
Employment and Immigration	10	14.3	70
Industry, Trade and Commerce	1	11.1	9
Public Works	382	10.6	3,601
National Museums of Canada	16	8.3	192
Environment	131	8.0	1,637
National Revenue (Customs and Excise, Taxation)	21	7.6	278
Agriculture	97	6.8	1,436
Correctional Service of Canada	366	6.1	5,996
Canadian Grain Commission	11	5.4	204
Public Service Commission	1	4.2	24
Fisheries and Oceans	22	3.2	683
External Affairs	3	1.7	181
Communications	1	1.4	70
Transport	63	1.2	5,449
Energy, Mines and Resources	1	0.4	257
Canadian International Development Agency	0	0.0	2
Consumer and Corporate Affairs	0	0.0	32
Finance	0	0.0	8
Foreign Investment Review Agency	0	0.0	2
Justice	0	0.0	9
Labour	0	0.0	3
National Energy Board	0	0.0	1
National Parole Board	0	0.0	1
Office of the Commissioner of Official Languages	0	0.0	1
Public Archives of Canada	0	0.0	36
Secretary of State of Canada	0	0.0	7
Solicitor General	0	0.0	
Statistics Canada	0	0.0	31
Treasury Board (Office of the Comptroller General)	0	0.0	1
Treasury Board (Secretariat)	0	0.0	1
Total	5,322	12.3	43,280
Employees under the Public Service Employment Act only	-,		,

Source: Department of Supply and Services

Table 22

Francophones in the Management Category
Number and percentage of francophones in the Management Category, by department, 1983

Number and percentage of francophones in the Management Cate	gory, by de	epartmen			
	Franco	phones	Total		
Department	No.	%	employees in category		
Royal Canadian Mounted Police <sup>a</sup>	1	100.0	1		
Office of the Commissioner of Official Languages	11	73.3	15		
Justice	8	50.0	16		
Secretary of State of Canada	24	47.1	51		
Public Service Commission	29	46.0	63		
Canadian Human Rights Commission	2	40.0	5		
Public Service Staff Relations Board	4	36.4	11		
Canadian International Development Agency	38	36.2	105		
Correctional Service of Canada	20	30.8	65		
Departments with fewer than 100 employees	19	29.7	64		
Employment and Immigration	58	29.4	197		
Consumer and Corporate Affairs	16	25.0	64		
National Parole Board	2		8		
		25.0			
Ministry of State for Economic Development	10	24.4	41		
Canadian Radio-television and Telecommunications Commission	6	24.0	25		
Communications	23	23.5	98		
Regional Industrial Expansion	50	22.5	222		
Public Archives of Canada	4	22.2	18		
National Revenue (Customs and Excise, Taxation)	46	22.1	208		
Treasury Board (Secretariat)	39	22.0	177		
Labour	7	21.2	33		
Science and Technology	4	21.1	19		
Solicitor General	4	21.1	19		
National Museums of Canada	5	20.8	24		
External Affairs	33	19.9	166		
Veterans Affairs	5	18.5	27		
Supply and Services	39	17.7	220		
National Health and Welfare	25	17.0	147		
Privy Council Office	10	16.7	60		
Indian Affairs and Northern Development	24	16.4	146		
Public Works	21	16.4	128		
Transport	44	15.9	276		
Statistics Canada	12	15.6	77		
Environment	37	13.3	279		
Foreign Investment Review Agency	2	13.3	15		
Agriculture	19	12.8	148		
Treasury Board (Office of the Comptroller General)	9	12.3	73		
Finance	8	11.4	70		
Fisheries and Oceans	13	11.2	116		
National Defence (civilian)	14	11.1	126		
Canadian Transport Commission	4	10.5	38		
Energy, Mines and Resources	12	7.5	161		
Canadian Grain Commission	0	0.0	6		
Canadian Pension Commission	0	0.0	1		
Federal Court	0	0.0	1		
Insurance	0	0.0	7		
National Energy Board	0	0.0	23		
National Library of Canada	0	0.0	7		
Total	761	19.7	3,867		
Employees under the Public Service Employment Act only					

Source: Management Resources Information System

Table 23

Francophones in the Scientific and Professional Category
Number and percentage of francophones in the Scientific and Professional Category,

	Francop	hones	Anglophones	Total	
Department	No.	%	and Francophones	employees in category	
Public Service Commission	521	75.7	688	689	
Veterans Affairs	206	55.2	373	378	
Secretary of State of Canada	12	52.2	23	23	
Treasury Board (Office of the Comptroller General)	2	50.0	4		
Canadian International Development Agency	32	45.7	70	70	
Insurance	7	38.9	18	18	
Industry, Trade and Commerce	25	33.3	75	76	
Employment and Immigration	58	29.1	199	200	
National Defence (civilian)	477	27.1	1,763	1,769	
Correctional Service of Canada	191	26.9	711	712	
Supply and Services	62	26.7	232	232	
Public Archives of Canada	27	26.0	104	104	
Justice	164	25.9	632	632	
Statistics Canada	192	25.5	752	754	
Royal Canadian Mounted Police <sup>a</sup>	6	25.0	24	24	
	674	24.0	2,807	2,808	
National Revenue, (Customs and Excise, Taxation)		22.7	2,807	2,808	
National Library of Canada	47				
Canadian Transport Commission	34	21.8	156	156	
Ministry of State for Economic Development	8	21.1	38	38	
Departments with fewer than 100 employees	14	20.6	68	73	
Finance	55	20.5	268	268	
Communications	71	19.7	360	360	
Agriculture	408	19.5	2,095	2,105	
Transport	160	19.3	831	834	
Consumer and Corporate Affairs	44	18.5	238	238	
Environment	438	18.5	2,371	2,374	
Public Works	116	18.2	638	646	
Labour	9	17.6	51	5	
Canadian Radio-television and Telecommunications Commission	6	17.1	35	35	
Privy Council Office	1	16.7	6	6	
Science and Technology	1	16.7	6	(	
National Health and Welfare	301	15.7	1,917	1,986	
Energy, Mines and Resources	180	13.5	1,338	1,340	
Solicitor General	4	12.5	32	32	
National Energy Board	16	11.4	140	142	
National Museums of Canada	10	10.3	97	97	
External Affairs	5	10.0	50	55	
Treasury Board (Secretariat)	3	9.7	-31	3.	
Canadian Pension Commission	3	9.1	33	33	
Indian Affairs and Northern Development	147	8.8	1,678	1,750	
Fisheries and Oceans	77	7.7	1,001	1,004	
Canadian Grain Commission	0	0.0	23	26	
Canadian Human Rights Commission	0	0.0	5	Ę	
Foreign Investment Review Agency	0	0.0	6	(	
National Parole Board	0	0.0	1		
Office of the Commissioner of Official Languages	0	0.0	1		
Prairie Farm Rehabilitation Administration	0	0.0	75	84	
Veterans' Land Administration	0	0.0	1		
Total	4,814	21.6	22,272	22,484	

Table 24

Francophones in the Administrative and Foreign Service Category

Number and percentage of francophones in the Administrative and Foreign Service Category, by department, 1983

	Francop	hones	Anglophones	Total	
Department	No.	%	and Francophones	employees	
Secretary of State of Canada	1,344	70.6	1,905	1,905	
Office of the Commissioner of Official Languages	49	70.0	70	70	
Public Service Commission	400	49.9	802	802	
Canadian International Development Agency	251	48.7	515	515	
Canadian Radio-television and Telecommunications	201	40.7	010	010	
Commission	100	48.5	206	207	
Justice	48	47.1	102	105	
Privy Council Office	30	42.9	70	72	
Departments with fewer than 100 employees	89	42.8	208	209	
Federal Court	25	42.4	59	59	
Finance	69	38.5	179	180	
National Parole Board	31	37.8	82	82	
Communications	181	36.9	491	493	
Consumer and Corporate Affairs	241	36.0	669	669	
Public Archives of Canada	47	34.8	135	135	
National Museums of Canada	79	34.3	230	230	
Statistics Canada	258	34.3	753	756	
Canadian Transport Commission	73	33.2	220	220	
National Library of Canada	19	32.8	58	58	
Correctional Service of Canada	574	32.1	1,788	1,789	
Employment and Immigration	3,777	31.7	11,928	11,942	
Ministry of State for Economic Development	23	29.5	78	78	
Supply and Services	970	28.9	3,360	3,361	
Science and Technology	15	28.8	52	52	
Treasury Board (Secretariat)	102	28.4	359	359	
Treasury Board (Office of the Comptroller General)	15	28.3	53	53	
Environment	408	27.8	1,465	1,468	
National Health and Welfare	453	27.1	1,672	1,686	
Canadian Human Rights Commission	17	26.2	65	65	
Labour	92	25.9	355	355	
Solicitor General	25	25.8	97	99	
Energy, Mines and Resources	206	25.7	802	802	
	333	25.6	1,299	1,312	
Industry, Trade and Commerce	488	25.1	1,942	1,953	
External Affairs	61	25.1	244	245	
Royal Canadian Mounted Police <sup>a</sup>	29	24.4	119	119	
Insurance	605	24.4	2,497	2,508	
Transport		24.2	12,414	12,422	
National Revenue (Customs and Excise, Taxation)	2,988				
Public Works	201	23.1	1,486	1,491	
Agriculture					
Foreign Investment Review Agency	12	21.8	55	55 887	
Veterans Affairs	188	21.3	881		
Fisheries and Oceans	167	21.1	790	790	
National Defence (civilian)	369	19.5	1,889	1,891	
Canadian Pension Commission	11	18.6	59	59	
Indian Affairs and Northern Development	330	18.6	1,770	1,808	
National Energy Board	14	11.9	118	119	
Veterans' Land Administration	8	11.4	70	70	
Canadian Grain Commission	2	6.5	31	34	
Total	16,161	29.2	55,391	55,541	

<sup>a</sup>Employees under the *Public Service Employment Act* only

Table 25

Francophones in the Technical Category

Number and percentage of francophones in the Technical Category, by department, 1983

	Francop	hones	Anglophones	Total
Department	No.	%	and Francophones	employees in category
Canadian International Development Agency	12	66.7	18	18
Secretary of State of Canada	27	65.9	41	4
Veterans Affairs	17	63.0	27	27
Privy Council Office	3	60.0	5	
Canadian Radio-television and Telecommunications Commission	7	58.3	12	12
Public Service Commission	26	51.0	51	51
Departments with fewer than 100 employees	20	41.7	48	49
Employment and Immigration	. 30	39.5	76	76
Industry, Trade and Commerce	23	37.7	61	62
National Library of Canada	19	36.5	52	52
Public Archives of Canada	45	36.3	124	124
Statistics Canada	268	34.8	770	773
Finance	13	34.2	38	38
Ministry of State for Economic Development	1	33.3	3	3
Labour	12	32.4	37	37
Supply and Services	37	30.1	123	125
Correctional Service of Canada	27	30.0	90	91
Solicitor General	2	28.6	7	7
Consumer and Corporate Affairs	156	27.8	561	561
Justice Justice	14	27.5	51	51
National Revenue (Customs and Excise, Taxation)	60	27.1	221	221
Treasury Board (Secretariat)	3	25.0	12	12
Agriculture	776	23.3	3,328	3,340
Energy, Mines and Resources	246	23.0	1,071	1,074
Communications	130	21.1	615	615
National Defence (civilian)	592	21.0	2,825	2,832
Public Works	238	21.0	1,136	1,141
Transport	1,657	19.2	8,615	8,625
National Health and Welfare	126	18.9	665	685
National Museums of Canada	44	17.1	257	257
External Affairs	25	16.9	148	148
Environment	475	16.4	2,899	2,903
Canadian Transport Commission	16	15.7	102	102
National Energy Board	4	13.3	30	30
Royal Canadian Mounted Police <sup>a</sup>	10	12.7	79	79
Indian Affairs and Northern Development	44	12.7	361	365
Fisheries and Oceans	175	8.9	1,962	1,963
Canadian Grain Commission	173	4.5	377	390
Canadian Human Rights Commission	0	0.0	1	1
Canadian Pension Commission	0	0.0	1	1
Federal Court	0	0.0	1	1
	0	0.0	4	
Foreign Investment Review Agency National Parole Board	0		2	2
	0	0.0	1	2
Office of the Commissioner of Official Languages Science and Technology	0	0.0	2	2
Treasury Board (Office of the Comptroller General)	0	0.0	1	1
Total	5,397	20.1	26,911	26,998
Employees under the Public Service Employment Act only	3,337	20.1	20,911	20,990

<sup>&</sup>lt;sup>a</sup>Employees under the *Public Service Employment Act* only

Table 26

# Francophones in the Administrative Support Category

Number and percentage of francophones in the Administrative Support Category, by department, 1983

by department, 1983	Francopl	hones	Anglophones	Total
			and	employees
Department	No.	%	Francophones	in category
Office of the Commissioner of Official Languages	32	84.2	38	38
Secretary of State of Canada	729	68.6	1,062	1,062
Public Service Commission	522	67.9	769	769
Canadian International Development Agency	258	67.2	384	384
Canadian Radio-television and Telecommunications	00	04.0	105	105
Commission	80	64.0	125	125
Privy Council Office	110	57.3	192	192
Departments with fewer than 100 employees	246	55.3	445	461
Ministry of State for Economic Development	45	52.9	85	85
Federal Court	42	52.5	80	80
Treasury Board (Secretariat)	107	52.5	204	204
Consumer and Corporate Affairs	467	51.3	910	913
National Library of Canada	111	50.9	218	218
Treasury Board (Office of the Comptroller General)	17	50.0	34	34
Finance	132	48.4	273	273
Canadian Transport Commission	126	46.7	270	271
Canadian Human Rights Commission	20	46.5	43	43
National Museums of Canada	96	45.1	213	213
Science and Technology	17	44.7	38	38
National Parole Board	70	44.3	158	158
Public Archives of Canada	155	42.3	366	366
Statistics Canada	861	40.9	2,105	2,167
Communications	251	40.5	620	621
Supply and Services	1,905	40.5	4,701	4,752
Justice	201	38.8	518	520
Solicitor General	38	38.8	98	100
Labour	122	38.1	320	320
Employment and Immigration	4,408	36.0	12,232	12,280
Industry, Trade and Commerce	320	35.3	906	920
Correctional Service of Canada	508	34.7	1,465	1,469
External Affairs	594	32.9	1,808	1,813
Energy, Mines and Resources	399	32.5	1,229	1,233
National Energy Board	37	29.8	124	124
Transport	955	29.5	3,232	3,245
Environment	561	29.2	1,920	1,925
Veterans Affairs	367	29.2	1,255	1,265
National Revenue (Customs and Excise, Taxation)	2,775	28.9	9,601	9,607
National Health and Welfare	1,022	27.9	3,661	3,721
Canadian Pension Commission	54	25.5	212	213
Agriculture	411	25.4	1,620	1,633
Public Works	359	25.1	1,429	1,448
Insurance	13	23.6	55	55
Royal Canadian Mounted Police <sup>a</sup>	670	22.7	2,953	2,955
Fisheries and Oceans	216	22.1	976	976
Indian Affairs and Northern Development	305	21.6	1,411	1,435
National Defence (civilian)	1,822	21.4	8,504	8,606
Foreign Investment Review Agency	9	19.1	47	47
	10	8.3	120	127
Canadian Grain Commission				0.0
Veterans' Land Administration	7	7.3	96	96
	7	7.3	96 86	103

Table 27

Francophones in the Operational Category

	Francop	hones	Anglophones	Total employees in category	
Department	No.	%	and Francophones		
Canadian International Development Agency	2	100.0	2	2	
Office of the Commissioner of Official Languages	1	100.0	_ 1	1	
Treasury Board (Secretariat)	1	100.0	1	1	
Secretary of State of Canada	6	85.7	7	7	
Federal Court	9	81.8	11	11	
Veterans Affairs	733	80.2	914	916	
Public Service Commission	17	70.8	24	24	
Labour	2	66.7	3	3	
Supply and Services	904	62.6	1,445	1,449	
Privy Council Office	9	60.0	15	22	
Departments with fewer than 100 employees	33	57.9	57	57	
Industry, Trade and Commerce	5	55.6	9	S	
Finance	4	50.0	8	8	
Foreign Investment Review Agency	1	50.0	2	2	
National Library of Canada	1	50.0	2	2	
Statistics Canada	14	45.2	31	31	
Public Archives of Canada	16	44.4	36	36	
National Museums of Canada	85	44.3	192	192	
Employment and Immigration	29	42.0	69	70	
External Affairs	70	39.1	179	181	
National Revenue (Customs and Excise, Taxation)	98	35.3	278	278	
Energy, Mines and Resources	87	33.9	257	257	
Justice	3	33.3	9	9	
Public Works	1,165	32.6	3,570	3,60	
Correctional Service of Canada	1,932	32.3	5,989	5,996	
Consumer and Corporate Affairs	10	31.3	32	32	
Transport	1,225	22.6	5,429	5,449	
Royal Canadian Mounted Police <sup>a</sup>	81	21.7	374	375	
Communications	14	20.0	70	70	
National Defence (civilian)	3,437	18.3	18,821	19,052	
Agriculture	253	17.7	1,427	1,436	
Environment	210	12.9	1,625	1,637	
National Health and Welfare	92	12.0	769	813	
Canadian Grain Commission	18	9.2	196	204	
Indian Affairs and Northern Development	18	5.3	340	359	
Fisheries and Oceans	23	3.4	683	683	
National Energy Board	0	0.0	1	•	
National Parole Board	0	0.0	1		
Solicitor General	0	0.0	2	2	
Treasury Board (Office of the Comptroller General)	0	0.0	1	1	
Total	10,608	24.7	42,882	43,280	

<sup>&</sup>lt;sup>a</sup>Employees under the *Public Service Employment Act* only Source: Department of Supply and Services

Table 28

Linguistic status of position, category and language group

Number and percentage of employees, by occupational category, linguistic status of the position

and language group of employee, 1983

		Anglophones	Francoph	ones	Anglophones		
Occupational category	Linguistic status of position	No.	No. %		and Francophones	Totala	
Management	Bilingual	2,181	678	23.7	2,859	2,859	
	English	648	9	1.4	657	657	
	French	0	2	100.0	2	2	
	English or French	96	29	23.2	125	125	
	Total <sup>b</sup>	3,106	761	19.7	3,867	3,867	
Scientific and Professional	Bilingual	3,668	3,508	48.9	7,176	7,176	
	English	12,277	254	2.0	12,531	12,531	
	French	24	789	97.0	813	813	
	English or French	650	147	18.4	797	797	
	Total	17,458	4,814	21.6	22,272	22,484	
Administrative and	Bilingual	8,848	12,471	58.5	21,319	21,319	
Foreign Service	English	27,704	569	2.0	28,273	28,273	
	French	59	2,257	97.5	2,316	2,316	
	English or French	1,580	448	22.1	2,028	2,028	
	Total	39,230	16,161	29.2	55,391	55,541	
Fechnical	Bilingual	1,787	3,393	65.5	5,180	5,180	
	English	18,067	496	2.7	18,563	18,563	
	French	40	1,078	96.4	1,118	1,118	
	English or French	1,095	307	21.9	1,402	1,402	
	Total	21,514	5,397	20.1	26,911	26,998	
Administrative Support	Bilingual	5,382	13,181	71.0	18,563	18,563	
	English	35,770	1,544	4.1	37,314	37,314	
	French	111	5,504	98.0	5,615	5,615	
	English or French	2,787	1,398	33.4	4, 185	4, 185	
	Total	46,629	22,582	32.6	69,211	69,703	
Operational	Bilingual	698	2,046	74.6	2,744	2,744	
	English	27,921	615	2.2	28,536	28,536	
	French	168	5,606	97.1	5,774	5,774	
	English or French	1,962	1,941	49.7	3,903	3,903	
	Total	32,274	10,608	24.7	42,882	43,280	
All Categories <sup>c</sup>	Bilingual	22,562	35,384	61.1	57,946	57,946	
	English	122,425	3,485	2.8	125,910	125,910	
	French	402	15,236	97.4	15,638	15,638	
	English or French	8,173	4,269	34.3	12,442	12,442	
	Grand total	160,251	60,417	27.4	220,668	222,044	

10,108 cases, the linguistic status of the position is not specified. he sum of the totals does not agree with the grand total; the difference is 40. See Explanatory Notes. cludes 211 employees whose positions are not classified in one of the six occupational categories.

ources: Management Resources Information System (Management Category); Department of Supply and lervices (all other categories)

**Appointments and type of employment**Number of appointments *to* and *within* the Public Service, by type of employment, 1982 and 1983

		1982		1983					
	To the Public	Within the Public		To the Public	Within the Public				
Type of employment	Service	Service	Totala	Service	Service	Totala			
Indeterminate									
Full-time	9,265	41,334	50,604	5,451	32,276	37,730			
Part-time	192	315	507	168	324	493			
Seasonal	663	363	1,028	452	331	783			
Total <sup>b</sup>	10,121	42,012	52,140	6,071	32,931	39,006			
Specified period									
Full-time	5,206	41,242	46,451	3,798	41,984	45,787			
Part-time	199	1,212	1,411	190	1,576	1,767			
Seasonal	11	16	27	7	18	25			
Total <sup>b</sup>	5,416	42,472	47,893	3,995	43,578	47,579			
All types of employment									
Full-time	14,472	82,581	97,061	9,249	74,263	83,520			
Part-time	391	1,527	1,918	358	1,900	2,260			
Seasonal	674	379	1,055	459	349	808			
Grand total <sup>c</sup>	15,538	84,490	100,041	10,066	76,512	86,588			

<sup>&</sup>lt;sup>a</sup>Includes 13 employees in 1982 and 10 in 1983 whose appointment documents do not specify to or within the

Public Service.

Public Service.

The sum of the totals does not agree with the grand total because, in 8 appointments in 1982 and 3 in 1983, type of employment (indeterminate or specified period) was not specified on appointment documents.

Includes 7 appointments in 1982 for which type of employment (full-time, part-time or seasonal) was not specified.

on appointment documents.

# **Appointments and category**

Number and percentage of appointments to and within the Public Service, by category and type of

appointment, 1982 and 1983

appen														
							1982							
					Арр		s within the e of appoin		Service					
	Appoint to the F Serv	Public	Promotions		Lateral transfers or redeployments		Reappointments		Downward transfers		Demotions		Tota	Ilp
Occupational category	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Management	69	0.4	409	1.6	227	1.1	0	0.0	13	0.5	0	0.0	718	0.7
Scientific and Professional	2,409	15.5	2,505	9.5	1,450	6.8	935	2.7	142	5.4	1	20.0	7,444	7.4
Administrative and Foreign Service	3,226	20.8	8,399	31.9	4,079	19.3	1,846	5.4	648	24.5	0	0.0	18,204	18.2
Technical	2,165	13.9	3,321	12.6	1,827	8.6	1,761	5.1	264	10.0	0	0.0	9,347	9.3
Administrative Support	4,936	31.8	9,062	34.4	10,332	48.8	21,838	63.7	1,177	44.5	1	20.0	47,355	47.3
Operational	2,695	17.3	2,663	10.1	3,257	15.4	7,908	23.1	402	15.2	3	60.0	16,931	16.9
rotal <sup>c</sup>	15,538	100.0	26,360	100.0	21,172	100.0	34,289	100.0	2,647	100.0	5	100.0	100,041	100.0
							1983							
Management	71	0.7	580	2.9	466	2.6	0	0.0	10	0.4	0	0.0	1,127	1.3
Scientific and Professional	1,627	16.2	1,916	9.6	1,142	6.3	1,054	2.9	148	6.4	0	0.0	5,888	6.8
Administrative and Foreign Service	1,904	18.9	6,213	31.1	3,657	20.2	3,278	9.1	542	23.3	1	25.0	15,616	18.0
echnical	1,099	10.9	2,402	12.0	1,675	9.2	1,612	4.5	165	7.1	1	25.0	6,964	8.0
Administrative Support	3,004	29.8	6,522	32.7	8,093	44.7	24,334	67.4	1,012	43.5	2	50.0	42,976	49.6

17.0

100.0

5,810

16.1 36,088 100.0 446 19.2

2,324 100.0

0

4

0.0

100.0

13,987

86,588 100.0

16.2

perational

otalc

10,066 100.0 19,949 100.0 cludes 30 appointments in 1982 and 47 in 1983 for which type of appointment was not specified on

23.2

2,340

pointment documents. cludes 42 employees in 1982 and 30 in 1983 whose positions are not classified in one of six occupational ategories.

2,310 11.6

3,077

18,110

ee Explanatory Notes.

Table 31

# Appointments and employee mobility

Number and percentage of appointments within the Public Service, by employee mobility and type of

appointment, 1982 and 1983

4	9	0	ø
п	ਬ	О	ä

					190	32				$\overline{}$		_	
	Promotio	ons	Lateral trai or redep ments	oloy-	Reappointr	ments	Downwa transfer		Dem	otions	Tota	Total <sup>b</sup>	
Employee mobility	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Interdepartmental	2,255	8.6	2,551	12.0	1	0.0	493	18.6	0	0.0	5,301	6.3	
Intradepartmental	24,104	91.4	18,616	87.9	34,288	100.0	2,154	81.4	5	100.0	79,182	93.7	
Total <sup>c</sup>	26,360	100.0	21,172	100.0	34,289	100.0	2,647	100.0	5	100.0	84,490	100.0	
Change of group or sub-group	8,196	31.1	514	2.4	18	0.1	1,562	59.0	2	40.0	10,294	12.2	
No change of group or sub-group	18,138	68.8	20,652	97.5	34,264	99.9	1,083	40.9	3	60.0	74, 152	87.8	
Totald	26,360	100.0	21,172	100.0	34,289	100.0	2,647	100.0	5	100.0	84,490	100.0	
Indeterminate to indeterminate	21,668	82.2	9,373	44.3	0	0.0	1,725	65.2	5	100.0	32,781	38.8	
Indeterminate to specified period	225	0.9	291	1.4	3	0.0	110	4.2	0	0.0	630	0.7	
Specified period to indeterminate	2,707	10.3	6,183	29.2	2	0.0	338	12.8	0	0.0	9,231	10.	
Specified period to specified period	1,760	6.7	5,320	25.1	34,283	100.0	474	17.9	0	0.0	41,842	49.	
Total <sup>e</sup>	26,360	100.0	21,172	100.0	34,289	100.0	2,647	100.0	5	100.0	84,490	100.	
					198	33							
Interdepartmental	1,504	7.5	2,102	11.6	0	0.0	478	20.6	0	0.0	4,092	5.	
Intradepartmental	18,444	92.5	15,998	88.3	36,086	100.0	1,846	79.4	4	100.0	72,406	94.	
Total <sup>c</sup>	19,949	100.0	18,110	100.0	36,088	100.0	2,324	100.0	4	100.0	76,512	100.	
Change of group or sub-group	6,503	32.6	665	3.7	5	0.0	1,265	54.4	2	50.0	8,453	11.	
No change of group or sub-group	13,397	67.2	17,428	96.2	36,050	99.9	1,058	45.5	2	50.0	67,944	88.	
Totald	19,949	100.0	18,110	100.0	36,088	100.0	2,324	100.0	4	100.0	76,512	100.	
Indeterminate to indeterminate	16,221	81.3	8,117	44.8	1	0.0	1,492	64.2	4	100.0	25,853	33.	
Indeterminate to specified period	158	0.8	279	1.5	0	0.0	127	5.5	0	0.0	570	0.	
Specified period to indeterminate	1,984	9.9	4,792	26.5	2	0.0	300	12.9	0	0.0	7,078	9.	
Specified period to specified period	1,584	7.9	4,922	27.2	36,085	100.0	404	17.4	0	0.0	43,008	56.	
Total <sup>e</sup>	19,949	100.0	18,110	100.0	36,088	100.0	2,324	100.0	4	100.0	76,512	100.	
		$\overline{}$	$\overline{}$	$\overline{}$	$\overline{}$	-		$\overline{}$	-	$\overline{}$	$\overline{}$	$\overline{}$	

<sup>&</sup>lt;sup>8</sup>See Explanatory Notes.

blincludes 17 appointments in 1982 and 37 in 1983 for which type of appointment was not specified on appointment documents.

The sum of the totals does not agree with the sum of all types of appointment because, in 7 cases in 1982 and 14 in 1983, department was not specified on appointment documents.

The sum of the totals does not agree with the sum of all types of appointments because, in 44 cases in 1982 and 115 in 1983, change of group was not specified on appointment documents.

eThe sum of the totals does not agree with the sum of all types of appointments because, in 6 cases in 1982 and 3 in 1983, type of employment was not specified on appointment documents

## able 32

# ppointments and selection process

umber and percentage of appointments within the Public Service, by selection process and type of pointment, 1982 and 1983

						198	82					
					Type of app	ointment						
election	Promotic	ons	Lateral trai or redep ments	loy-	Reappoint	nents	Downwa transfe		Demo	otions	Tota	lp
ocess	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
With competition • poster	17,630	66.9	6,647	31.4	1,441	4.2	681	25.7	0	0.0	26,401	31.2
• inventory	3,105	11.8	5,242	24.8	30,191	88.0	530	20.0	0	0.0	39,075	46.2
Without competition • reclassification	5,225	19.8	53	0.3	3	0.0	100	3.8	0	0.0	5,382	6.4
other processes	395	1.5	9,228	43.6	2,653	7.7	1,335	50.4	5	100.0	13,621	16.1
Total <sup>c</sup>	26,360	100.0	21,172	100.0	34,289	100.0	2,647	100.0	5	100.0	84,490	100.0
						198	83					
With competition  • poster	12,415	62.2	4,750	26.2	1,520	4.2	528	22.7	0	0.0	19,217	25.1
• inventory	2,492	12.5	3,617	20.0	16,504	45.7	399	17.2	0	0.0	23,028	30.0
Without competition • reclassification	4,512	22.6	260	1.4	0	0.0	79	3.4	0	0.0	4,856	6.3
other processes	529	2.7	9,482	52.4	18,064	50.1	1,318	56.7	4	100.0	29,408	38.4
Total <sup>c</sup>	19,949	100.0	18,110	100.0	36,088	100.0	2,324	100.0	4	100.0	76,512	100.0

Sis Explanatory Notes.

Pitudes 17 appointments in 1982 and 37 in 1983 for which type of appointment was not specified on aboutment documents.

\*\*idudes 11 appointments in 1982 and 3 in 1983 for which selection process was not specified on appointment appointments.

## Appointments, geographic area and sex

Number and percentage of appointments to and within the Public Service, by geographic area and sex, 1982 and 1983

					1982					
	То	the Public S	Service		With	hin the Publ	ic Servic	e		
	Men	Worr	nen		Men	Wome	en		Grand tot	ala
Geographic area	No.	No.	%	Totala	No.	No.	%	Totala	No.	(
Newfoundland	168	80	26.5	302	1,249	986	43.1	2,289	2,591	2
Prince Edward Island	64	60	48.0	125	304	289	48.7	594	719	0.
Nova Scotia	566	194	24.4	796	3,701	1,720	30.5	5,645	6,441	6.
New Brunswick	231	148	34.3	431	1,303	1,445	52.4	2,758	3, 189	3.
Quebec (except NCR)	771	527	39.5	1,334	5,382	7,123	56.5	12,597	13,933	13.
Ontario (except NCR)	1,071	931	44.7	2,082	5,111	7,181	57.7	12,438	14,524	14.
Manitoba	382	385	47.5	810	1,406	1,727	54.5	3,166	3,976	4
Saskatchewan	248	298	53.2	560	649	827	55.4	1,494	2,054	2.
Alberta	961	828	45.0	1,838	1,853	2,109	52.8	3,991	5,830	5
British Columbia	881	764	45.4	1,681	3,921	3,711	48.4	7,661	9,342	9.
Yukon Territory	75	75	46.0	163	162	155	48.7	318	481	0.
Northwest Territories	189	230	52.8	436	289	311	51.3	606	1,045	1
National Capital Region	2,176	2,382	49.7	4,788	11,971	18,150	59.4	30,545	35,335	35.
Outside Canada	78	99	51.6	192	258	123	31.9	386	578	0.
Total <sup>b</sup>	7,861	7,001	45.1	15,538	37,560	45,858	54.3	84,490	100,041	100.
					1983					
Newfoundland	117	67	28.0	239	1,063	739	39.9	1,853	2,092	2.
Prince Edward Island	63	36	31.0	116	306	371	54.2	685	801	0.
Nova Scotia	473	202	26.0	778	2,857	1,334	29.6	4,504	5,282	6.
New Brunswick	178	90	29.9	301	1,031	1,302	55.4	2,350	2,652	3.
Quebec (except NCR)	508	456	45.1	1,012	5,334	7,191	56.8	12,666	13,679	15.
Ontario (except NCR)	739	621	42.8	1,452	4,221	6,568	58.8	11,165	12,619	14.
Manitoba	236	264	47.6	555	1,326	2,159	60.7	3,554	4, 109	4.
Saskatchewan	208	235	51.5	456	579	856	59.1	1,449	1,905	2.
Alberta	459	430	47.2	911	1,646	2,138	56.2	3,805	4,716	5.
British Columbia	486	454	46.9	969	3,237	3,454	51.2	6,746	7,716	8.
Yukon Territory	36	67	61.5	109	113	220	65.5	336	445	0
Northwest Territories	142	178	55.1	323	191	255	57.2	446	769	0
National Capital Region	1,237	1,421	50.8	2,798	9,953	16,309	61.6	26,457	29,260	33
Outside Canada	20	25	53.2	47	337	156	31.5	495	542	0.
Total <sup>b</sup>	4,902	4,546	45.2	10,066	32,194	43,053	56.3	76,512	86,588	100.

<sup>&</sup>lt;sup>a</sup>Includes 1,749 employees in 1982 and 1,883 in 1983 whose sex was not specified on the appointment document; includes 13 appointments in 1982 and 10 in 1983 for which documents did not specify to or *within* the Public Service.

blncludes 3 appointments in 1982 and 1 in 1983 for which geographic area was not specified.

# able 34

ppointments, geographic area and language group mber and percentage of appointments to and within the Public Service, by geographic area and guage group, 1982 and 1983

					1982	2				
Í	To th	ne Public Se	ervice		Withi	in the Public	Service			
	Anglophones	Francop	hones		Anglophones	Francopl	nones		Grand tot	al <sup>a</sup>
ographic area	No.	No.	%	Totala	No.	No.	%	Totala	No.	%
wfoundland	279	3	1.1	302	2,245	10	0.4	2,289	2,591	2.6
nce Edward Island	109	16	12.8	125	540	53	8.9	594	719	0.7
va Scotia	724	66	8.4	796	5,549	80	1.4	5,645	6,441	6.4
w Brunswick	283	129	31.3	431	1,918	835	30.3	2,758	3, 189	3.2
ebec (except NCR)	70	1,248	94.7	1,334	477	12,044	96.2	12,597	13,933	13.9
tario (except NCR)	1,883	151	7.4	2,082	11,851	495	4.0	12,438	14,524	14.5
nitoba	757	31	3.9	810	3,067	83	2.6	3,166	3,976	4.0
skatchewan	556	3	0.5	560	1,474	10	0.7	1,494	2,054	2.1
erta	1,787	42	2.3	1,838	3,940	46	1.2	3,991	5,830	5.8
tish Columbia	1,651	18	1.1	1,681	7,592	58	0.8	7,661	9,342	9.3
ykon Territory	149	0	0.0	163	315	3	0.9	318	481	0.5
rthwest Territories	417	5	1.2	436	585	19	3.1	606	1,045	1.0
tional Capital Region	2,952	1,810	38.0	4,788	19,271	11,143	36.6	30,545	35,335	35.3
tside Canada	146	45	23.6	192	295	91	23.6	386	578	0.6
Ttal <sup>b</sup>	11,763	3,567	23.3	15,538	59,120	24,971	29.7	84,490	100,041	100.0
					1983	3				
wfoundland	218	6	2.7	239	1,821	11	0.6	1,853	2,092	2.4
nce Edward Island	99	13	11.6	116	619	64	9.4	685	801	0.9
va Scotia	705	55	7.2	778	4,371	77	1.7	4,504	5,282	6.1
W Brunswick	197	96	32.8	301	1,553	790	33.7	2,350	2,652	3.1
Debec (except NCR)	66	922	93.3	1,012	383	12,220	97.0	12,666	13,679	15.8
Ctario (except NCR)	1,312	103	7.3	1,452	10,421	522	4.8	11,165	12,619	14.6
vnitoba	487	32	6.2	555	3,397	106	3.0	3,554	4, 109	4.7
Skatchewan	442	9	2.0	456	1,428	12	0.8	1,449	1,905	2.2
Alerta	886	18	2.0	911	3,742	52	1.4	3,805	4,716	5.4
Bish Columbia	950	13	1.3	969	6,686	43	0.6	6,746	7,716	8.9
Ykon Territory	105	0	0.0	109	335	0	0.0	336	445	0.5
Vithwest Territories	320	3	0.9	323	432	14	3.1	446	769	0.9
Nional Capital Region	1,690	1,064	38.6	2,798	16,426	9,983	37.8	26,457	29,260	33.8
ciside Canada	32	15	31.9	47	361	134	27.1	495	542	0.6
Ttalb	7,509	2,349	23.8	10,066	51,976	24,028	31.6	76,512	86,588	100.0

nudes 608 employees in 1982 and 716 in 1983 whose first official language was not specified on appointment duments; includes 13 appointments in 1982 and 10 in 1983 for which documents did not specify to or within the Pulic Service.

Nudes 3 appointments in 1982 and 1 in 1983 for which geographic area was not specified on appointment duments.

# Appointments, category, linguistic status of position and language group

Number and percentage of appointments to and within the Public Service, by occupational category,

linguistic status of position and language group of employee, 1982 and 1983

						191	982				
		То	the Public	Service		Wit	thin the Pub	olic Servic	e		
		Anglo- phones		ones		Anglo- phones	Fran pho	nco- ones		Grand to	totalb
Occupational category	Linguistic status of position	No.	No.	% a	Totalb	No.	No.	% a	Total <sup>b</sup>	No.	
Management	Bilingual	39	18	31.6	57	375	114	23.3	490	547	71
	English	11	0	0.0	11	103	1	1.0	104	115	11
	French	0	0	0.0	0	0	1	100.0	1	1	
	English or French	1	0	0.0	1	4	1	20.0	5	6	
	Total	51	18	26.1	69	523	125	19.3	649	718	100
Scientific and	Bilingual	110	219	66.6	334	745	599	44.6	1,344	1,678	2;
Professional	English	1,514	76	4.8	1,611	2,987	120	3.9	3,116	4,727	6:
	French	5	227	97.8	232	8	240	96.8	249	481	
	English or French	152	79	34.2	232	223	97	30.3	320	552	
	Totalc	1,781	601	25.2	2,409	3,964	1,061	21.1	5,035	7,444	100
Administrative	Bilingual	214	456	68.1	677	2,528	3,298	56.6	5,830	6,507	3!
and Foreign	English	1,908	69	3.5	2,008	7,631	203	2.6	7,851	9,860	5,
Services	French	2	154	98.7	158	8	791	99.0	803	961	
	English or French	183	84	31.5	268	232	93	28.6	325	593	3
	Total	2,398	787	24.7	3,226	10,534	4,418	29.5	14,977	18,204	100
Technical	Bilingual	35	220	86.3	265	397	788	66.5	1,187	1,452	1
	English	1,522	47	3.0	1,587	4,990	126	2.5	5,133	6,724	7
	French	1	105	99.1	106	9	412	97.9	426	532	
	English or French	134	67	33.3	203	294	128	30.3	425	628	
	Total <sup>c</sup>	1,694	441	20.7	2,165	5,694	1,457	20.4	7,178	9,347	100
Administrative	Bilingual	276	927	77.1	1,214	1,951	6,349	76.5	8,315	9,529	2
Support	English	2,969	92	3.0	3,107	22,249	985	4.2	23,343	26,452	5
	French	2	214	99.1	218	45	5,445	99.2	5,547	5,767	1
	English or French	218	94	30.1	314	3,062	1,884	38.1	5,016	5,330	1
	Total <sup>c</sup>	3,527	1,348	27.7	4,936	27,449	14,714	34.9	42,414	47,355	10
Operational	Bilingual	15	48	76.2	63	88	251	74.0	340	403	
	English	2,162	29	1.3	2,224	10,142	129	1.3	10,322	12,548	7
	French	2	228	99.1	231	43	2,074	98.0	2,124	2,355	1
	English or French	107	66	38.2	174	673	740	52.4	1,439	1,613	
	Total <sup>c</sup>	2,288	372	14.0	2,695	10,954	3,194	22.6	14,233	16,931	10
All Categories <sup>d</sup>	Bilingual	689	1,888	73.3	2,610	6,084	11,399	65.2	17,506	20,116	2
	English	10,110	313	3.0	10,586	48,104	1,564	3.1	49,871	60,466	6
	French	12	928	98.7	945	113	8,965	98.8	9,152	10,099	1
	English or French	795	390	32.9	1,192	4,488	2,943	39.6	7,530	8,722	
	Grand total	11,763	3,567	23.3	15,538	59,120	24,971	29.7	84,490	100,041	10

<sup>&</sup>lt;sup>a</sup>Percentage of francophones is based on the total of employees whose first official language is specified on

appointment documents.

Includes 608 employees in 1982 and 716 in 1983 whose first official language was not specified on appointment documents; includes 13 appointments in 1982 and 10 in 1983 for which documents did not specify to or within the Public Service.

cliniculates 638 appointments in 1982 and 531 in 1983 for which the linguistic status of the position was not

specified.

Includes 42 appointments in 1982 and 6 in 1983 to positions that are not classified in one of the six occupational categories.

i				198	33				
То	the Public	Service		Wit	hin the Pub	lic Service	се		
Anglo- phones	Fran phor			Anglo- phones	Franc phor			Grand to	otala
, No.	No.	% a	Totalb	No.	No.	% a	Totalb	No.	%
38	17	30.9	55	590	232	28.2	822	877	77.8
15	0	0.0	15	200	4	2.0	204	219	19.4
, 0	1	100.0	1	0	1	100.0	1	2	0.2
, 0	0	0.0	0	6	0	0.0	6	6	0.5
53	18	25.4	71	815	241	22.8	1,056	1,127	100.0
76	175	69.7	256	577	622	51.9	1,203	1,459	24.8
1,021	28	2.7	1,103	2,362	104	4.2	2,474	3,578	60.8
3	100	97.1	104	11	242	95.7	254	358	6.1
118	40	25.3	164	218	110	33.5	329	493	8.4
1,218	343	22.0	1,627	3,168	1,078	25.4	4,260	5,888	100.0
179	342	65.6	525	2,157	3,007	58.2	5,169	5,697	36.5
1,181	36	3.0	1,229	6,556	178	2.6	6,760	7,989	51.2
0	63	100.0	65	23	1,187	98.1	1,215	1,280	8.2
39	24	38.1	66	228	75	24.8	303	369	2.4
1,413	470	25.0	1,904	9,159	4,514	33.0	13,709	15,616	100.0
30	105	77.8	136	246	585	70.4	833	969	13.9
704	23	3.2	748	4,191	99	2.3	4,322	5,070	72.8
2	62	96.9	65	5	367	98.7	372	437	6.3
111	36	24.5	147	234	95	28.9	332	479	6.9
849	227	21.1	1,099	4,678	1,150	19.7	5,865	6,964	100.0
199	633	76.1	847	1,810	5,834	76.3	7,658	8,507	19.8
1,728	43	2.4	1,801	21,180	858	3.9	22,237	24,039	55.9
1	196	99.5	200	64	5,867	98.9	5,976	6,177	14.4
92	42	31.3	134	2,223	1,690	43.2	3,919	4,054	9.4
2,034	922	31.2	3,004	25,398	14,305	36.0	39,967	42,976	100.0
19	59	75.6	78	78	244	75.8	324	402	2.9
1,842	30	1.6	1,906	8,151	94	1.1	8,383	10,290	73.6
4	218	98.2	224	15	1,870	99.2	1,887	2,111	15.1
60	62	50.8	132	491	527	51.8	1,033	1,165	8.3
1,925	369	16.1	2,340	8,750	2,739	23.8	11,646	13,987	100.0
541	1,331	71.1	1,897	5,458	10,525	65.9	16,010	17,912	20.7
6,508	160	2.4	6,823	42,648	1,337	3.0	44,388	51,214	59.1
10	640	98.5	659	118	9,534	98.8	9,705	10,365	12.0
420	204	32.7	643	3,400	2,497	42.3	5,922	6,566	7.6
7,509	2,349	23.8	10,066	51,976	24,028	31.6	76,512	86,588	100.0

## Appointments and bilingual positions (imperative staffing)

Number and percentage of appointments to and within the Public Service to bilingual positions (imperative staffing), by occupational category, type of employment and language group, 1983

0		Anglophones	Franco	phones	To	tala
Occupational category	Type of employment	No.	No.	%	No.	%
Management	Indeterminate	68	107	99.1	175	97.8
	Specified period <sup>b</sup>	3	1	0.9	4	2.2
	Total	71	108	100.0	179	100.0
Scientific and	Indeterminate	99	200	49.3	299	52.1
Professional	Specified period <sup>b</sup>	64	206	50.7	275	47.9
	Total	163	406	100.0	574	100.0
Administrative	Indeterminate	510	1,163	60.5	1,674	61.3
and Foreign	Specified period <sup>b</sup>	289	760	39.5	1,055	38.7
Service	Total	799	1,923	100.0	2,729	100.0
Technical	Indeterminate	51	121	47.3	172	50.3
	Specified period <sup>b</sup>	32	135	52.7	170	49.7
	Total	83	256	100.0	342	100.0
Administrative	Indeterminate	362	1,347	26.5	1,715	26.6
Support	Specified period <sup>b</sup>	964	3,738	73.5	4,723	73.4
	Total	1,326	5,085	100.0	6,438	100.0
Operational	Indeterminate	26	75	46.6	101	48.8
	Specified period <sup>b</sup>	19	86	53.4	106	51.2
	Total	45	161	100.0	207	100.0
All categories	Indeterminate	1,116	3,013	37.9	4, 136	39.5
	Specified period <sup>b</sup>	1,371	4,927	62.1	6,334	60.5
	Grand total <sup>c</sup>	2,487	7,940	100.0	10,470	100.0

<sup>&</sup>lt;sup>a</sup>Includes 43 employees whose first official language was not specified on appointment documents.

<sup>b</sup>No candidate may be appointed to a specified period position unless its language requirements are met.

<sup>c</sup>Includes 1 employee whose occupational category was not specified on appointment document.

Table 37

Appointments and bilingual positions (non-imperative staffing)

Number and percentage of appointments to and within the Public Service to bilingual positions (non-imperative staffing), by occupational category, status of appointee and language group, 1983

0	Status of appointee as	Anglophones	Franco	phones	Tot	ala
Occupational category	to linguistic require- ments of position	No.	No.	%	No.	%
Management	Met	334	136	96.5	470	67.3
	Must meet	121	2	1.4	123	17.6
	Not required to meet <sup>b</sup>	99	3	2.1	102	14.6
	Total	557	141	100.0	698	100.0
Scientific and	Met	251	331	84.7	586	66.2
Professional	Must meet	195	40	10.2	235	26.6
	Not required to meet <sup>b</sup>	44	20	5.1	64	7.2
	Total	490	391	100.0	885	100.0
Administrative	Met	873	1,299	91.0	2,173	73.2
and Foreign Service	Must meet	500	107	7.5	608	20.5
Service	Not required to meet <sup>b</sup>	165	21	1.5	186	6.3
	Total	1,539	1,427	100.0	2,968	100.0
Technical	Met	90	366	84.3	456	72.7
	Must meet	64	58	13.4	122	19.5
	Not required to meet <sup>b</sup>	39	10	2.3	49	7.8
	Total	193	434	100.0	627	100.0
Administrative	Met	322	1,197	86.5	1,520	73.5
Support	Must meet	283	142	10.3	426	20.6
	Not required to meet <sup>b</sup>	78	45	3.3	123	5.9
	Total	683	1,384	100.0	2,069	100.0
Operational	Met	23	109	76.8	133	68.2
	Must meet	11	21	14.8	32	16.4
	Not required to meet <sup>b</sup>	18	12	8.5	30	15.4
	Total	52	142	100.0	195	100.0
All categories	Met	1,893	3,438	87.7	5,338	71.7
	Must meet	1,174	370	9.4	1,546	20.8
	Not required to meet <sup>b</sup>	443	111	2.8	554	7.4
	Grand total <sup>c</sup>	3,514	3,919	100.0	7,442	100.0

<sup>&</sup>lt;sup>a</sup>Includes 9 employees whose first official language was not specified on appointment documents.

<sup>b</sup>Consists of incumbents authorized by the *Public Service Official Languages Exclusion Approval Order* to occupy a bilingual position without meeting its linguistic requirement, although some incumbents may express the willingness to meet the requirement. In addition to these unilingual incumbents, this group consists of bilingual employees whose linguistic status is lower than the requirements of the position.

<sup>c</sup>Includes 4 employees whose status as to linguistic requirements of position was not specified on appointment

documents.

## Appointments and university graduates

Number and percentage of university graduates and of appointments made through the university recruitment program, by geographic area in which last degree was obtained, language group and sex, 1983

		Graduat	tesª				Appointr	ments		
			Tota	al	Anglo-	Franco-			Tot	al
Geographic area	Men	Women	No.	%	phones	phones	Men	Women	No.	
Newfoundland	775	695	1,470	1.4	22	_	12	10	22	
Prince Edward Island	110	120	230	0.2	7	_	5	2	7	
Nova Scotia	2,150	2,305	4,455	4.3	26	- 6	19	13	32	
New Brunswick	1,235	1,260	2,495	2.4	16	14	17	13	30	
Quebec	13,970	13,240	27,210	26.3	18	97	72	43	115	2
Ontario	22,730	22,450	45, 180	43.7	195	35	112	118	230	4
Manitoba	2,165	2,015	4,180	4.1	27	2	25	4	29	
Saskatchewan	1,715	1,785	3,500	3.4	4	_	1	3	4	
Alberta	3,665	3,420	7,085	6.9	30	_	23	7	30	
British Columbia	3,925	3,660	7,585	7.3	18	1	13	6	19	
Outside Canada <sup>b</sup>	-	-	-	-	4	_	3	1	4	
Total	52,440	50,950	103,390	100.0	367	155	302	220	522	10

<sup>&</sup>lt;sup>a</sup>Data on graduates for the 1983 academic year came from Statistics Canada.

## Table 39

## Appointments, applications and university graduates

Number of applications and university graduates appointed through the university recruitment program, by occupational field, language group and sex, 1982 and 1983

					198	2				
		Α	Application	S			Apr	pointment	its	
Occupational field	Anglo- phones	Franco- phones	Men	Women	Totala	Anglo- phones	Franco- phones	Men	Women	То
Administrative	2,174	1,211	1,831	1,554	3,385	123	64	86	101	1
Foreign Service	2,252	725	1,998	979	2,977	105	21	89	37	1
Auditing and Accounting <sup>b</sup>	1,564	1,143	1,833	874	2,707	130	93	146	77	2
Pure and Applied Sciences	1,299	739	1,687	351	2,038	146	142	220	68	2
Computer Systems	332	91	288	135	423	45	29	42	32	
Social Economic	430	223	449	204	653	6	5	8	3	
Total	8,051	4,132	8,086	4,097	12,183	555	354	591	318	9
					198	3				
Administrative	3,224	1,714	2,740	2,198	4,938	150	45	88	107	1
Foreign Service	3,097	1,394	3,044	1,447	4,491	15	8	15	8	
Auditing and Accounting	3,017	1,574	3,166	1,425	4,591	21	11	22	10	
Pure and Applied Sciences	2,547	1,386	3,254	679	3,933	125	64	140	49	1
Computer Systems	648	266	645	269	914	12	8	8	12	
Social Economic	624	330	644	310	954	44	19	29	34	
Total	13,157	6,664	13,493	6,328	19,821	367	155	302	220	5

<sup>&</sup>lt;sup>a</sup>The total number of applications exceeds the total number of applicants as some applicants sent in more than one

bCanadians studying outside Canada.

application.

Pincludes 24 appointments in 1982 to the Office of the Auditor General of Canada.

# ppointments and applications, community college and CEGEP graduates

umber of applications and graduates appointed through the community college and CEGEP cruitment program, by occupational field, language group and sex, 1982 and 1983

					198	2				
		A	pplications	3			Арр	ointment	S	
ccupational field	Anglo- phones	Franco- phones	Men	Women	Total	Anglo- phones	Franco- phones	Men	Women	Total
anagement Sciences	818	30	406	442	848	70	1	33	38	71
ure and Applied Sciences	1,779	214	1,851	142	1,993	161	8	162	7	169
omputer Systems	505	169	434	240	674	59	31	39	51	90
otal	3,102	413	2,691	824	3,515	290	40	234	96	330
					198	3				
anagement Sciences	79	9	43	45	88	26	4	13	17	30
ire and Applied Sciences	645	6	630	21	651	51	4	38	17	55
omputer Systems	42	21	59	4	63	14	11	16	9	25
ital	766	36	732	70	802	91	19	67	43	110

## ible 41

## ppointments and career-oriented summer employment

timber of students appointed through the career-oriented summer employment program, by cupational field, type of institution, language group and sex. 1982 and 1983

		198	32			1983					
Ccupational field	Anglo- phones	Franco- phones	Men	Women	Total	Anglo- phones	Franco- phones	Men	Women	Total	
Spial Sciences and Administration	840	354	521	673	1,194	2,413	1,061	1,461	2,013	3,474	
Fre and Applied Sciences	1,962	636	1,595	1,003	2,598	2,107	774	1,757	1,124	2,881	
Tital	2,802	990	2,116	1,676	3,792	4,520	1,835	3,218	3,137	6,355	
Initution											
Uversity	2,500	804	1,834	1,470	3,304	4,036	1,475	2,762	2,749	5,511	
Cmmunity College and CEGEP	302	186	282	206	488	484	360	456	388	844	
Tal	2,802	990	2,116	1,676	3,792	4,520	1,835	3,218	3,137	6,355	

Appeals and yearly change

Number of appeals against selection processes and recommendations for release or demotion, and yearly change in percentage, from 1973 to 1983

	A	appeals against		Yearly
	Selection	ecommendations for release or		change
Year	processesa	demotionb	Total	%
1973	3,019	42	3,061	+21.6
1974	4,072	53	4,125	+34.8
1975	3,377	40	3,417	- 17.2
1976	2,746	64	2,810	- 17.8
1977	3,485	74	3,559	+26.7
1978	2,687	115	2,802	-21.3
1979	2,293	146	2,439	- 13.0
1980	3,250	125	3,375	+38.4
1981°	3,398	113	3,511	+4.0
1982°	2,813	72	2,885	- 17.8
1983	2,331	69	2,400	<b>–</b> 16.8

### Table 43

Appeals and category

Number of selection processes appealed; disposition of appeals and of appeal board decisions, by occupational category and sex, 1983

					Disp	osition of de	cisions			
Occupational category	Selection processes disposed of		Appeals allowed		Appeals not allowed <sup>a</sup>		Total		Gra	
	Totalb	Allowed	Men	Women	Men	Women	Men	Women	to	
Management	14	0	0	0	13	1	13	1		
Scientific and Professional	76	11	12	1	73	29	85	30	1	
Administrative and Foreign Service	547	68	86	37	594	270	680	307	6	
Technical	169	16	21	1	310	14	331	15	3	
Administrative Support	309	42	13	47	144	317	157	364	5	
Operational	218	40	69	8	223	48	292	56	3	
Total	1,333	177	201	94	1,357	679	1,558	773	2,3	

a includes appeals that were dismissed or otherwise disposed of by an appeal board with or without an oral hearing,

<sup>&</sup>lt;sup>®</sup>Section 21, *Public Service Employment Act*<sup>®</sup>Section 31, *Public Service Employment Act*<sup>©</sup>Includes 411 appeals in 1981 and 70 in 1982 which involved the Canada Post Corporation.

because the appellant withdrew the appeal or had no right to appeal.

bThe number of selection processes disposed of is lower than the grand total of appeals, as there can be more than one appeal against a given selection process

## able 44

## ppeals and department

umber of selection processes appealed; disposition of appeals and of appeal board decisions, y department and sex, 1983

			Disposition of decisions							
	Selec proced dispos	sses		Appeals allowed		Appeals not allowed <sup>a</sup>		Total		
epartment	Totalb	Allowed	Men	Women	Men	Women	Men	Women	Grand total <sup>b</sup>	
griculture	39	5	2	3	45	9	47	12	59	
anadian Human Rights Commission	1	0	0	0	0	1	0	1	1	
anadian International Development Agency	3	0	0	0	2	2	2	2	4	
anadian Pension Commission	1	0	0	0	1	0	1	0	1	
anadian Transport Commission	5	1	2	0	5	0	7	0	7	
anadian Radio-television and Telecommunications ommission	1	0	0	0	1	0	1	0	1	
ommunications	7	0	0	0	5	2	5	2	7	
onsumer and Corporate Affairs	23	7	6	3	14	5	20	8	28	
prrectional Service of Canada	51	11	29	3	49	8	78	11	89	
nployment and Immigration	305	51	28	54	258	279	286	333	619	
ergy, Mines and Resources	17	4	3	2	13	1	16	3	19	
ıvironment	62	9	8	1	59	10	67	11	78	
ternal Affairs	20	4	6	2	78	26	84	28	112	
deral Court	1	0	0	0	0	2	0	2	2	
heries and Oceans	24	0	0	0	25	3	25	3	28	
dian Affairs and Northern Development	36	3	3	0	26	10	29	10	39	
Justry, Trade and Commerce	4	0	0	0	2	2	2	2	4	
estice	5	2	1	1	1	3	2	4	6	
bour	9	0	0	0	7	4	7	4	11	
Inistry of State for Economic Development	1	0	0	0	1	0	1	0	1	
nistry of State for Social Development	1	0	0	0	0	1	0	1	1	
itional Defence (civilian)	202	28	37	6	178	88	215	94	309	
Itional Energy Board	1	1	0	1	0	0	0	1	1	
tional Health and Welfare	29	1	2	2	22	14	24	16	40	
Ational Library of Canada	1	0	0	0	0	1	0	1	1	
tional Museums of Canada	6	0	0	0	4	2	4	2	6	
tional Revenue (Customs and Excise, Taxation)	184	17	44	4	211	83	255	87	342	
Gice of the Coordinator, Status of Women	2	0	0	0	0	2	0	2	2	
blic Archives of Canada	5	0	0	0	6	3	6	3	9	
Fblic Service Commission	8	0	0	0	12	17	12	17	29	
Fblic Service Staff Relations Board	1	0	0	0	1	0	1	0	1	
Folic Works	39	11	12	3	28	11	40	14	54	
Fgional Industrial Expansion	2	0	0	0	1	1	1	1	2	
Fyal Canadian Mounted Police <sup>c</sup>	11	1	0	1	4	8	4	9	13	
Scretary of State of Canada	10	1	0	1	4	10	4	11	15	
Sicitor General	2	0	0	0	1	1	1	1	2	
Sitistics Canada	9	0	0	0	11	1	11	1	12	
Soply and Services	36	5	3	4	30	25	33	29	62	
Tinsport Canada	139	12	14	0	234	17	248	17	265	
Tasury Board (Secretariat)	1	0	0	0	1	0	1	0	1	
Verans Affairs	29	3	1	3	17	27	18	30	48	
Ttal	1,333	177	201	94	1,357	679	1,558	773	2,331	

nides appeals that were dismissed or otherwise disposed of by an appeal board with or without an oral hearing, bause the appellant withdrew the appeal or had no right of appeal. If number of selection processes disposed of is lower than the grand total of appeals, as there can be more than appeal against a given selection process. Enloyees under the Public Service Employment Act only

Appeals, appointing authority and type of selection process

Number of appealable selection processes, selection processes appealed and disposition of appeal

board decisions, by appointing authority and type of selection process, 1983

Appointing authority and type of selection process		Sele	ection	Dis	ns	
	Appealable		cesses osed of	Appeals	Appeals not	
	selection processes	Totala	Allowed	allowed	allowedb	Total
Public Service Commission Closed competitions	248	18	0	0	18	18
Without competition	186	7	0	0	7	
Total	434	25	0	0	25	25
Departments Closed competitions	9,871	947	129	196	1,245	1,44
Without competition	4,970	361	48	99	766	86
Total	14,841	1,308	177	295	2,011	2,30
PSC and departments Closed competitions	10,119	965	129	196	1,263	1,45
Without competition	5,156	368	48	99	773	87:
Grand total	15,275	1,333	177	295	2,036	2,33

<sup>&</sup>lt;sup>a</sup>The number of selection processes disposed of is lower than the grand total of appeals, as there can be more than

Table 46

Lay-off, category and sex

Number of separations due to lay-off, by occupational category, reason for lay-off and sex, 1983

	Reorganization		Privatization			Dec	entralizatio	n	Total		Grand	
— Occupational category	Men	Women	Total	Men	Women	Total	otal Men	Women	Total	Men	Women	tot
Management	2	0	2	0	0	0	0	0	0	2	0	
Scientific and Professional	26	9	35	13	173	186	4	0	4	43	182	22
Administrative and Foreign Service	57	25	82	8	3	11	14	8	22	79	36	11
Technical	23	6	29	7	21	28	1	0	1	31	27	5
Administrative Support	21	61	82	5	69	74	9	113	122	35	243	27
Operational	63	35	98	156	188	344	3	0	3	222	223	44
Total	192	136	328	189	454	643	31	121	152	412	711	1,12

## Table 47

Lay-off, category and language group

Number of separations due to lay-off, by occupational category, reason for lay-off and

language group, 1983

	Reorganization			Privatization			Dece	entralization	Total			
Occupational category	Anglo- phones	Franco- phones	Total	Anglo- phones	Franco- phones	Total	Anglo- phones	Franco- phones	Total	Anglo- phones	Franco- phones	Grand
Management	2	0	2	0	0	0	0	0	0	2	0	- 3
Scientific and Professional	31	4	35	186	0	186	4	0	4	221	4	225
Administrative and Foreign Service	68	14	82	11	0	11	19	3	22	98	17	115
Technical	22	7	29	27	1	28	1	0	1	50	8	58
Administrative Support	64	18	82	74	0	74	67	55	122	205	73	278
Operational	87	11	98	344	0	344	1	2	3	432	13	44
Total	274	54	328	642	1	643	92	60	152	1,008	115	1,123

one appeal against a given selection process.

\*Includes appeals that were dismissed or otherwise disposed of by an appeal board with or without an oral hearing, because the appellant withdrew the appeal or had no right of appeal.

Table 48

Separations from the Public Service, by reason, 1982 and 1983		
Reason for separation (except lay-off)	1982	1983
Release		
for breach of discipline or misconduct	63	89
for incompetence or incapacity	72	84
for political partisanship	0	C
for abandonment of position	149	92
Rejection on probation	486	340
Revocation of appointment	13	7
Retirement		
at age 65 or over	1,351	1,502
elective, at age 55-64	2,893	2,724
medical grounds	652	601
End of specified period	5,062	5,457
Death	588	543
Resignation	8,387	6,608
Total <sup>a</sup>	19,739	18,054
Reasons for resignation		
Outside employment (in private sector)	1,789	1,286
Another government agency	180	152
Return to school	528	411
Unspecified personal reasons	4,519	3,663
Other	1,371	1.096

Sources: Release for incompetence or incapacity and revocation of appointment: Public Service Commission; all other reasons: Department of Supply and Services

Separations, category and sex
Number and percentage of separations from the Public Service, by occupational category, reason and sex, 1982 and 1983

			198	2					
	Reason for	Men	Wom	en		Men	Women		
Occupational category	separation (except lay-off)	No.	No.	%	Totala	No.	No.	%	Total
Management	Release	2	0	0.0	2	1	0	0.0	
	Rejection on probation	0	0	0.0	0	0	0	0.0	
	Revocation of appointment	0	0	0.0	0	0	0	0.0	
	Retirement	92	0	0.0	92	81	3	3.6	84
	End of specified period	0	0	0.0	0	3	0	0.0	
	Death	5	0	0.0	5	10	0	0.0	1
	Resignation	43	3	6.5	46	39	4	9.3	4:
	Total	143	3	2.1	146	134	7	5.0	14
Scientific and	Release	15	4	21.1	19	5	9	64.3	1-
Professional	Rejection on probation	29	8	21.6	37	23	9	28.1	3
	Revocation of appointment	0	0	0.0	0	0	0	0.0	
	Retirement	311	56	15.3	367	248	48	16.2	29
	End of specified period	90	166	64.8	256	183	165	47.3	349
	Death	42	4	8.5	47	42	7	14.3	4
	Resignation	472	508	51.8	981	334	419	55.6	75
	Total	967	746	43.5	1,715	835	657	44.0	1,493
Administrative and Foreign	Release	23	10	30.3	33	32	8	20.0	40
	Rejection on probation	44	14	24.1	58	37	8	17.8	4
Service	Revocation of appointment	1	7	87.5	8	1	3	75.0	
	Retirement	934	202	17.8	1,136	847	204	19.4	1,05
	End of specified period	158	180	53.3	338	201	228	53.1	42
	Death	111	19	14.6	130	107	23	17.7	13
	Resignation	704	480	40.5	1,184	539	459	46.0	99
	Total	1,981	903	31.3	2,884	1,764	933	34.6	2,69
Technical	Release	14	0	0.0	14	16	0         0         0.0           248         48         16.2           183         165         47.3           42         7         14.3           334         419         55.6           835         657         44.0           32         8         20.0           37         8         17.8           1         3         75.0           847         204         19.4           201         228         53.1           107         23         17.7           539         459         46.0           1,764         933         34.6           16         2         11.1           107         19         15.1           1         1         50.0           505         34         6.3           217         104         32.4           61         1         1.6           355         156         30.5           1,262         317         20.1           24         38         61.3           21         54         72.0	11.1	18
	Rejection on probation	142	18	11.3	160	107		15.1	12
Administrative nd Foreign service	Revocation of appointment	1	0	0.0	1	1	1	50.0	
	Retirement	568	25	4.2	593	505	34	6.3	53
	End of specified period	193	98	33.7	291	217	104	32.4	32
	Death	62	2	3.1	64	61	. 1	1.6	6
	Resignation	529	156	22.8	685	355	156	30.5	51
	Total	1,509	300	16.6	1,809	1,262	317	20.1	1,579
Administrative	Release	18	53	74.6	71	24	38	61.3	6
Support	Rejection on probation	47	86	64.7	133	21	54	72.0	7:
	Revocation of appointment	1	0	0.0	1	0	1	100.0	
	Retirement	210	774	78.7	984	240	801	76.9	1,04
	End of specified period	455	2,161	82.6	2,616	532	2,707	83.6	3,23
	Death	40	72	64.3	112	41	63	60.6	104
	Resignation	423	3,004	87.6	3,430	327	2,579	88.7	2,90
	Total	1,196	6,160	83.7	7,359	1,185	6,243	84.0	7,428

			198	2			198	3	
	Reason for	Men	Wom	en		Men	Wom	en	
ccupational tegory	separation (except lay-off)	No.	No.	%	Totala	No.	No.	%	Total
erational	Release	126	19	13.1	145	120	10	7.7	130
	Rejection on probation	81	17	17.3	98	51	11	17.7	62
	Revocation of appointment	3	0	0.0	3	0	0	. 0.0	0
	Retirement	1,592	128	7.4	1,720	1,697	115	6.3	1,812
	End of specified period	1,308	231	15.0	1,539	943	162	14.7	1,105
	Death	218	12	5.2	230	179	9	4.8	188
	Resignation	1,270	742	36.8	2,015	881	490	35.7	1,371
	Total	4,603	1,148	20.0	5,754	3,871	797	17.1	4,668
categoriesb	Release	198	86	30.3	284	198	67	25.3	265
	Rejection on probation	343	143	29.4	486	239	101	29.7	340
	Revocation of appointment	6	7	53.8	13	2	5	71.4	7
	Retirement	3,710	1,186	24.2	4,896	3,622	1,205	25.0	4,827
	End of specified period	2,207	2,855	56.4	5,062	2,082	3,374	61.8	5,457
	Death	478	109	18.5	588	440	103	19.0	543
	Resignation	3,464	4,916	58.6	8,387	2,487	4,121	62.4	6,608
	Grand total <sup>c</sup>	10,428	9,303	47.1	19,739	9,070	8,976	49.7	18,054

rudes 8 employees in 1982 and 1 in 1983 whose sex was not specified on separation documents rudes 72 separations in 1982 and 41 in 1983 from positions not classified in one of the six occupational segories.

Ludes 23 separations in 1982 and 7 in 1983 where the reason was not specified.

Surces: Release for incompetence or incapacity and revocation of appointment: Public Service Commission; all cer reasons. Department of Supply and Services

### Table 50

Separations, category and language group

Number and percentage of separations from the Public Service, by occupational category, reason and language group, 1982 and 1983

and language g.	group, 1982 and 1983			1982					1983		4
	Reason for	Anglophones	Francop		Anglo- phones and		Anglophones	Francop	phones	Anglo- phones and Franco-	
Occupational category	separation (except lay-off)	No.	No.	%	Franco- phones	Totala	No.	No.	%	phones	Tota
Management	Release	0	1	100.0	1	2		1	100.0	1	
Management	Rejection on probation	0	0	0.0	0	0		0	0.0	0	
	Revocation of										
	appointment	0	0	0.0	0	0		0	0.0	0	
	Retirement	71	9	11.3	80	92		9	11.1	81	8
	End of specified period	0	0	0.0	0	0		1	33.3	3	
	Death	3	2	40.0	5	5		4	40.0	10	
	Resignation	36	6	14.3	42	46		7	16.3	43	4
	Total	111	18	14.0	129	146		22	15.9	138	14
Scientific and	Release	14	5	26.3	19	19		3	23.1	13	
Professional	Rejection on probation	26	11	29.7	37	37	18	13	41.9	31	3
	Revocation of	0	0	0.0	0	0	) 0	0	0.0	0	
	appointment	0	0	0.0	0	367		46	16.1	285	29
	Retirement  End of appointed period	308	46	13.0	354	256		62	21.2	293	34
	End of specified period	160	55 2	25.6	215	256 47		6	12.5	48	4
	Death	759	129	14.5	888	981		112	15.9	706	75
	Resignation	1,317	129 <b>248</b>	14.5 <b>15.8</b>	1,565	1,715		242	17.6	1,376	1,49
Administrative	Total Release	1,317 27	6	18.2	33	33		15	37.5	40	1,49
and Foreign	Rejection on probation										
Service		37	20	35.1	57	58	32	12	27.3	44	4
	Revocation of appointment	4	4	50.0	8	8		0	0.0	4	1.0
	Retirement	903	202	18.3	1,105	1,136		204	19.7	1,038	1,05
	End of specified period	223	93	29.4	316	338		133	32.8	406	42
	Death	105	23	18.0	128	130		30	23.6	127	10
	Resignation	888	237	21.1	1,125	1,184		210	22.0	956	9:
	Total	2,186	582	21.0	2,768	2,884		604	23.1	2,615	2,69
Technical	Release	9	4	30.8	13	14		2	11.8	17	41
	Rejection on probation	129	28	17.8	157	160	) 115	10	8.0	125	13
	Revocation of appointment	0	1	100.0	1	1		0	0.0	2	
	Retirement	493	94	16.0	587	593		85	15.9	535	5
	End of specified period	231	43	15.7	274	291		67	21.4	313	3
	Death	52	12	18.8	64	64		9	15.0	60	=
	Resignation	569	81	12.5	650	685		69	14.1	490	5
· · · · · · · · · · · · · · · · · · ·	Total	1,485	262	15.0	1,747	1,809		242	15.7	1,542	1,5
Administrative Support	Release	47	18	27.7	65	71		12	20.0	60	
Suppor.	Rejection on probation	101	25	19.8	126	133	3 52	19	26.8	71_	
	Revocation of appointment	0	1	100.0	1	1	·	0	0.0	1	
	Retirement	743	213	22.3	956	. 984		230	22.5	1,023	1,0
	End of specified period	1,638	815	33.2	2,453	2,616		1,136	37.3	3,044	3,2
	Death	78	25	24.3	103	112	2 78	25	24.3	103	1
	Resignation	2,526	720	22.2	3,246	3,430	2,099	675	24.3	2,774	2,9
	Total	5,140	1,822	26.2	6,962	7,359	4,979	2,097	29.6	7,076	7,4

			1	982				1	983		
	Reason for	Anglophones	Francop	hones	Anglo- phones and		Anglophones	Francop	phones	Anglo- phones and	
	except lay-off)	No.	No.	%	Franco- phones	Totala	No.	No.	%	Franco- phones	Total
erational R	Release	99	36	26.7	135	145	84	42	33.3	126	130
R	Rejection on probation	72	18	20.0	90	98	52	7	11.9	59	62
	Revocation of appointment	2	1	33.3	3	3	0	0	0.0	0	(
R	Retirement	1,257	350	21.8	1,607	1,720	1,373	387	22.0	1.760	1.812
E	End of specified period	1,093	302	21.6	1,395	1,539	785	180	18.7	965	1,105
D	Death	170	54	24.1	224	230	130	49	27.4	179	188
R	Resignation	1,512	219	12.7	1,731	2,015	1,052	196	15.7	1,248	1,371
T	Total	4,211	978	18.8	5,189	5,754	3,476	861	19.9	4,337	4,668
categories <sup>b</sup> R	Release	196	70	26.3	266	284	182	75	29.2	257	265
R	Rejection on probation	365	102	21.8	467	486	269	61	18.5	330	340
	Revocation of appointment	6	7	53.8	13	13	7	0	0.0	7	7
R	Retirement	3,776	916	19.5	4,692	4,896	3,764	961	20.3	4,725	4.827
E	nd of specified period	3,349	1,313	28.2	4,662	5,062	3,451	1,579	31.4	5,030	5.457
D	Death	450	118	20.8	568	588	404	123	23.3	527	543
Re	Resignation	6,310	1,398	18.1	7,708	8,387	4,962	1,273	20.4	6,235	6,608
G	Grand total <sup>c</sup>	14,475	3,923	21.3	18,398	19,739	13,039	4.072	23.8	17,111	18,054

### Table 51

### **Developmental training and location**

Number of participants taking Public Service Commission developmental training courses, by subject area and location, 1983

				Location				
Subject area	NCR	Halifax	Montreal	Toronto	Winnipeg	Edmonton	Vancouver	Tot
Management Orientation	1,028	0	18	0	0	17	0	1,0€
Management Theory and Practices	1,829	92	147	157	106	47	107	2,48
Informatics	1,746	57	132	99	30	13	25	2,10
Financial Management	1,218	165	79	152	75	94	151	1,93
Materiel Management	237	37	36	0	20	44	0	37
Seminars	87	0	0	0	0	0	0	{
Personnel Management	1,648	201	162	130	140	142	181	2,60
Systems Approach to Training	60	0	0	0	0	0	0	(
Individual Development	205	18	13	0	13	0	10	2
Total	8,058	570	587	538	384	357	474	10,96

### Table 52

### Developmental training and language of instruction

Number of Public Service Commission developmental training courses conducted, by subject area and language of instruction, 1983

	Langu			
Subject area	French	English	Bilingual	Total
Management Orientation	12	36	2	50
Management Theory and Practices	30	110	0	140
Informatics	18	81	0	99
Financial Management	16	75	0	91
Materiel Management	3	15	0	18
Seminars	0	3	0	3
Personnel Management	38	115	0	153
Systems Approach to Training	2	4	0	6
Individual Development	4	11	0	15
Total	123	450	2	575

### Table 53

Developmental training and category

Number of participants taking Public Service Commission developmental training courses, by subject area and occupational category, 1983

			Occu	pational categ	ory			
Subject area	Manage- ment	Scientific and Profes- sional	Adminis- trative and Foreign Service	Technical	Adminis- trative Support	Opera- tional	Other <sup>a</sup>	Tot
Management Orientation	315	45	302	9	14	0	378	1,06
Management Theory and Practices	2	261	1,212	156	317	3	534	2,48
Informatics	10	134	906	139	393	0	520	2,10
Financial Management	4	87	809	39	655	1	339	1,93
Materiel Management	0	5	137	6	94	0	132	37
Seminars	38	6	7	0	0	0	36	3
Personnel Management	4	80	981	100	906	0	533	2,60
Systems Approach to Training	0	3	45	2	1	1	8	6
Individual Development	32	11	87	11	42	0	76	25
Total	405	632	4,486	462	2,422	5	2,556	10,96

### Table 54

### Language training (basic continuous courses)

Number of students in basic continuous full-time day courses, by occupational category, language

tudied and year of enrolment, 1983

			Language	studied					
		French			English		Total		
occupational category	Enrolled in 1982°	Enrolled in 1983	Total	Enrolled in 1982 <sup>a</sup>	Enrolled in 1983	Total	Enrolled in 1982°	Enrolled in 1983	Grand total
lanagement	8	43	51	0	0	0	8	43	51
cientific and Professional	142	234	376	22	51	73	164	285	449
dministrative and Foreign Service	327	543	870	46	80	126	373	623	996
echnical	91	123	214	35	57	92	126	180	306
dministrative Support	306	375	681	104	172	276	410	547	957
perational	29	35	64	29	26	55	58	61	119
therb	76	226	302	13	36	49	89	262	351
otal	979	1,579	2,558	249	422	671	1,228	2,001	3,229

soludes only students who continued their training in 1983.

Gudents from departments and agencies not included in the Official Languages Information System (OLIS).

### able 55

anguage training (other courses)

umber of students in other types of courses, by occupational category, language studied and year

enrolment, 1983

			Language	studied					
		French			English		Total		
ccupational category	Enrolled in 1982°	Enrolled in 1983	Total	Enrolled in 1982 <sup>a</sup>	Enrolled in 1983	Total	Enrolled in 1982ª	Enrolled in 1983	Grand total
Inagement	24	146	170	1	6	7	25	152	177
Sientific and Professional	435	553	988	39	289	328	474	842	1,316
Iministrative and Foreign Service	511	970	1,481	45	337	382	556	1,307	1,863
chnical	177	302	479	25	146	171	202	448	650
ministrative Support	566	1,220	1,786	122	813	935	688	2,033	2,721
Gerational	52	99	151	16	51	67	. 68	150	218
(her <sup>b</sup>	628	1,022	1,650	125	258	383	753	1,280	2,033
ital	2,393	4,312	6,705	373	1,900	2,273	2,766	6,212	8,978

Inudes only students who continued their training in 1983.
Sents from departments and agencies not included in the Official Languages Information System (OLIS).





spiesn 22

ofessionnelle, la langue étudiée et l'année d'inscription, 1983 ormation linguistique (cours de base continus, à temps plein, le jour, selon la catégorie parifilon des étudiants aux cours de base continus, à temps plein, le jour, selon la catégorie

	020								
tres <sup>b</sup>	94	226	302	13	36	67	68	262	136
noitatiol	52	32	<b>†</b> 9	52	56	99	89	19	611
utien administratif	908	375	189	101	172	276	014	Z†9	<b>Z</b> 96
chniciens	16	123	214	32	<b>49</b>	92	126	180	908
ministration et service extérieur	327	243	078	97	08	126	878	623	966
lentifiques et spécialistes	142	234	978	22	19	73	191	285	677
noite	8	43	13	0	0	0	8	643	13
tégorie professionnelle	stinoenl en e28er	etinsenl en 1983	Total	Inscrits en 1982	Inscrits en 1983	IstoT	etinoenl ne s28et	atinoant ne 1983	bns12 lstot
		Français			sislgnA		stoT	- It	
			tà augned	əəibu					

itent compte que des étudiants inscrits en 1982 qui ont poursuivi leur cours en 1983. Cielles (SILO). 546 899'7 649'1 646

# ormation linguistique (autres cours)

spartition des étudiants à tous les autres cours, selon la catégorie professionnelle, la langue étudiée

l'année d'inscription, 1983

lsi	2,393	4,312	907,8	878	1,900	2,273	2,766	6,212	876,8
desh	829	1,022	1,650	125	258	383	753	1,280	2,033
noitation	29	66	151	91	13	<b>4</b> 9	89	150	218
titen administratif	999	1,220	1,786	122	813	986	889	2,033	127,21
chniciens	771	302	6 <i>L</i> 7	52	971	171	202	877	099
Iministration et service extérieur	119	046	1,481	97	755	382	999	1,307	1,863
sentifiques et spécialistes	435	293	886	68	289	328	ヤノヤ	842	918,1
noite	24	971	170	1	9	L	52	152	111
itêgorie professionnelle	etinoenl ne s28et	Inscrits ne 1983	IstoT	enscrits en 1982	lnscrits en 1983	IstoT	etinoent ne s28et	Inscrits en 1983	bna12 lstot
	년	sisons.			sislgnA			Total	
			Langue ét	əəibu					

cielles (SILO). (8) 4,312 6,705 373 illent compte que des étudiants inscrits en 1982 qui ont poursuivi leur cours en 1983. Inprend les étudiants des ministères et organismes ne faisant pas partie du Système informatisé sur les langues en equiles (sul ).

3,229

1,228 2,001

149

455

Répartition des participants aux cours de formation professionnelle de la Commission selon le Formation professionnelle et lieu des cours

1980	conts,	səp	nəii	91	19	domaine

IstoT	850,8	078	783	888	384	298	ヤノヤ	10,9
Perfectionnement individuel	505	81	13	0	13	0	01	3
Approche systémique à la formation	09	0	0	0	0	0	0	
Gestion du personnel	879'1	201	162	130	140	142	181	2,6
Seminaires	78	0	0	0	0	0	0	
Gestion du matériel	782	28	98	0	50	ヤヤ	0	6
Gestion des finances	1,218	165	64	152	97	76	151	5°L
Informatique	947,1	<b>Z</b> 9	132	66	30	13	52	5'.
Théorie et pratiques de gestion	1,829	76	741	151	901	LÞ	401	7,5
Orientation en gestion	1,028	0	81	0	0	<u></u>	0	1)'1
Domaine de cours	BCN	XalifaX	Montréal	Toronto	@eqinniW	Edmonton	Vancouver	)T
			1	ien des cont	0			

### Tableau 52

# Formation professionnelle et langue d'enseignement

Langue d'enseignement Répartition des cours de formation professionnelle donnés par la Commission selon le domaine de cours et la langue d'enseignement, 1983

IstoT	123	097	2	978
Perfectionnement individuel	Þ	11	0	91
Approche systémique à la formation	2	7	0	9
Gestion du personnel	38	115	0	153
Seminaires	0	3	0	ε
Gestion du matériel	8	91	0	81
Gestion des finances	91	94	0	16
Informatique	81	18	0	66
Théorie et pratiques de gestion	30	011	0	140
Orientation en gestion	12	98	2	09
Domaine de cours	Français	sislgnA	Bilingue	IstoT

### Tableau 53

# Formation professionnelle et catégorie professionnelle

Répartition des participants aux cours de formation professionnelle de la Commission selon le domaine de cours et la catégorie professionnelle, 1983

professionnelle.							
405	632	984,4	462	2,422	9	2,556	10,90
32	11	78	11	42	0	94	5)
0	8	97	2	ŀ	ļ	8	(
7	08	186	100	906	0	533	5,61
38	9	L	0	0	0	98	2
0	9	137	9	<b>7</b> 6	0	132	31
Þ	78	608	68	999	ļ.	688	16'1
10	134	906	139	868	0	920	2,12
2	261	1,212	156	317	3	534	2,45
315	97	302	6	カト	0	878	1,03
noiteaD	-iiinəioS tə səup -sioèqs sətsil	-sıtsinimbA tə noit əoivrəs ruəirətxə	-indo9T eneio	neituo2 -ainimba titatt	Exploitation	<sup>s</sup> e∋ituA	iοT
	316 0 4 0 5 0 7 0 7 0 7 0 0 7 0 0 7 0 0 7 0 0 1 0 1	900	A	Gestion 315 A 405 A 405 A 405 A 405 A 405 A 605	Souther	Gestion 3 dues et fion et extérieur ciens d'unites et find et extérieur ciens d'unites d'unites extérieur ciens d'unites d'unite	Gestflon         Anotified special and solutions of the set of the special and solutions of the special and set of the special and

	Grand total	974,415	3,923	21.3	18,398	19,739	13,039	4,072	8.62	111,71	18,054
	Démission	018,8	1,398	1.81	807,7	785,8	796'₹	1,273	4.02	6,235	809'9
	Décès	097	118	8.02	899	889	404	123	23.3	527	243
	Fin de période déterminée	678'8	515,1	2.82	4,662	5,062	13,451	678,1	4.18	6,030	734,8
	Retraite	977,8	916	5.91	769'⊅	968'7	192,8	196	20.3	4,725	7 <u>5</u> 8,4
	Révocation de la nomination	9	L	8.63	13	13		0	0.0	L	L
égories	Renvoi en cours de stage	392	102	8.1.8	L97	987	697	19	3.81	330	340
səl səti	Renvoi	961	07	26.3	566	284	182	97	2.62	292	592
	lefoT	4,211	876	8.81	681,8	<b>\$57,8</b>	974,8	198	6.61	4,337	899,4
	Démission	1,512	219	12.7	1,731	2,015	1,052	961	7.31	1,248	1,371
	Décès	071	<b>7</b> 9	1.42	224	530	130	67	4.72	621	881
	Fin de période déterminée	1,093	302	9.12	398,1	689,1	984	081	7.81	996	301,1
	Retraite	1,257	320	8.15	۲09'۱	1,720	575,1	788	0.22	097,1	1,812
	Révocation de la nomination	2	1	8.88	8	3	0	0	0.0	0	0
	Renvoi en cours de stage	72	81	20.0	06	86	25	L	6.11	69	9
noitation	Renvoi	66	98	7.92	135	971	78	42	8.88	156	130
égorie fessionnelle	Motif (sauf mise en disponibilité)	.N	.N	%	franco- phones	FlstoT	.N	,N	%	franco-	<sup>e</sup> lstoT
		sənorqolgnA	Francop	səuoy	-olgnA sənoriq tə		sənodqolgnA	Francop	youes	-olgnA sənoriq fə	
			31	288				i L	886		

Urces : Penvois pour incompétence ou incapacité et révocations de nomination : Commission de la Fonction pillone; Munistère des Approvisionnements et Services

Cessations d'emploi, catégorie professionnelle et groupe linguistique
Répartition, en nombre et pourcentage, des cessations d'emploi selon la catégorie professionnelle, le

	lstoT	5,140	1,822	2.92	296'9	698,7	676,4	2,097	9.62	970,7	7,428
	Démission	2,526	720	2.22	3,246	3,430	2,099	949	24.3	2,774	2,906
	Décès	87	55	24.3	103	112	87	52	24.3	103	104
	Fin de période déterminée	863,1	815	33.2	2,453	2,616	806,1	981,1	€.7€	3,044	3,239
	Retraite	743	213	22.3	996	786	264	530	22.5	1,023	1,041
	Révocation de la nomination	0	Ļ	0.001	ļ	ţ	ļ	0	0.0	ļ	ı
itsitsinimba	Renvoi en cours de stage	101	SS	8.61	156	133	29	61	8.92	17	94
Soutien	iovn9A	Lt	81	7.72	99	17	87	15	20.0	09	79
	Total	1,485	292	15.0	747,1	1,809	1,300	242	1.21	1,542	1,579
	Démission	699	18	12.5	099	989	421	69	14.1	067	119
	Décès	52	12	8.81	<b>†</b> 9	79	13	6	15.0	09	29
	Fin de période déterminée	231	43	7.31	274	162	246	<b>4</b> 9	21.4	818	321
	Retraite	493	<b>7</b> 6	0.91	<b>Z89</b>	869	097	98	6.31	989	389
	Révocation de la nomination	0	ŀ	0.001	ŀ	ļ	2	0	0.0	2	7
	Renvoi en cours de stage	129	28	8.71	157	160	115	01	0.8	125	126
Techniciens	iovn9A	6	Þ	8.08	13	<b>ヤ</b> ↓	31	2	8.11	۷١	31
	lsto T	2,186	282	0.15	2,768	2,884	110,5	<del>7</del> 09	1.62	2,615	5'69!
	noissimèQ	888	237	1.12	1,125	1,184	974	210	22.0	996	,}66
	Décès	105	23	0.81	128	130	<b>L</b> 6	30	23.6	127	131
	Fin de période déterminée	553	63	₽.62	316	338	273	133	8.28	907	42(
	Retraite	806	202	18.3	1,105	1,136	<b>7</b> 88	204	7.91	1,038	1,05
extérieur	Révocation de la nomination	7	7	0.03	8	8	7	0	0.0	7	
et service	Renvoi en cours de stage	75	50	1.35	<b>Z</b> 9	89	32	12	£.7S	<b>ヤヤ</b>	ヤ
noitstration	iovn9A	72	9	18.2	33	33	52	15	37.5	07	Þ
	Isto T	1,317	248	15.8	1,565	1,715	1,134	242	<b>9.7</b> t	975,1	64,1
	Démission	694	129	14.5	888	186	<b>7</b> 69	112	9.31	904	97
	Décès	42	2	8.4	ヤヤ	L7	42	9	12.5	87	<b>b</b>
	Fin de période déterminée	160	99	25.6	215	526	231	85	2.1.2	293	34
	Retraite	308	97	13.0	324	198	539	97	1.91	285	58
	Révocation de la nomination	0	0	0.0	0	0	0	0	0.0	0	-
set spécialistes	Renvoi en cours de stage	56	11	7.62	32	78	81	13	6.14	18	€
Scientifiques	iovn9A	<b>1</b>	9	26.3	61	61	10	3	1.62	13	1
	Total	111	81	14.0	159	146	116	55	9.31	138	pl
	Démission	98	9	14.3	42	97	98	7	£.31	43	P
	déterminée Décès	0	0	0.0	0	9	2	<i>∀</i>	33.3	10	-
	Fin de période										
	Retraite	17	6	6.11	08	76	72	6	1.11	18	3
	Révocation de la nomination	0	0	0.0	0	0	0	0	0.0	0	
	Renvoi en cours de stage	0	0	0.0	0	0	0	0	0.0	0	-
Gestion	Renvoi	0	ļ.	0.001	ļ	2	0	ļ.	0.001	1	-
Catégorie professionnelle	eaim faauf Motif (sauf mise) en disponibilité)	sənonqolgnA .N	Francop N.	%	franco- franco-	FletoT	Anglophones .N	N.	%	franco- phones	stoT
		osaodaolaa (	2000013	300041	-olgnA sənoriq tə		33doddolpg A	Francop	Soudy	-olgnA sənoriq tə	
				288					586		

	2 et 1 en 1983, les documents de cessa loyès en 1982 et 41 en 1983 dont le pos	tion d'emploi ne pre	ecisent pas le se	exe qe I,emblo	λę.				
	Grand total	10,428	9,303	1.74	9£7,91	070,6	976,8	7.64	18,054
	Démission	494,8	916'7	9.83	786,8	784,2	4,121	4.28	809'9
	Décès	874	601	8.81	889	077	103	0.61	243
	Fin de période déterminée	2,207	2,855	t.88	5,062	2,082	⊅7E,E	8.13	784,8
	Retraite	017,8	1,186	24.2	968'₺	3,622	1,205	25.0	7S8,4
	Révocation de la nomination	9	L	8.83	51	2	9	4.17	L
égories <sup>o</sup>	Renvoi en cours de stage	343	143	⊅.es	987	539	101	7.62	340
səl sətr	Renvoi	861	98	5.05	284	861	<b>L</b> 9	25.3	592
	IstoT	€09,4	1,148	20.0	₽9 <b>2</b> '9	178,5	767	1.71	899'₺
	Démission	1,270	742	8.88	2,015	188	067	7.35	1,371
	Décès	218	12	5.2	530	671	6	8.4	188
	Fin de période déterminée	1,308	231	0.31	1,539	843	162	7.41	1,105
	Retraite	1,592	128	4.7	1,720	۲69'۱	311	6.3	1,812
	Révocation de la nomination	3	0	0.0	3	0	0	0.0	0
	Renvoi en cours de stage	18	41	5.71	86	19	11	7.71	85
noitation	Renvoi	126	61	13.1	145	120	10	T.T	130
égorie fessionnelle	Motif (sauf mise en disponibilité)	.N	.N	%	FIBTOT	.N	.N	%	FlstoT
9i10p9j		Hommes	Lemm	sə		Hommes	Femm	Sə	

urces : Renvois pour incompétence ou incapacité et révocations de nomination : Commission de la Fonction Jilque; autres motifs : Ministère des Approvisionnements et Services

Cessations d'emploi, catégorie professionnelle et sexe fépartition, en nombre et pourcentage, des cessations d'emploi selon la catégorie professionnelle, le

883	19 S86	Exe, 1	s 9  16	motif e
nod	ie eigili	OH HA	'HOITI	uedau

	Total	961,1	091,8	7.88	698,7	1,185	6,243	0.48	27,42
	Démission	423	3,004	9.78	3,430	327	2,579	7.88	5,9
	Décès	07	72	6.43	112	14	69	9.09	ļ
	Fin de période déterminée	997	2,161	82.6	2,616	532	707,2	9.58	3,2
	Retraite	210	ヤムム	7.87	<b>⊅</b> 86	240	108	6.97	0,1
	Révocation de la nomination	ļ.	0	0.0	1	0	ļ.	100.0	
dministratif	Renvoi en cours de stage	LÞ	98	7.48	133	21	79	72.0	
nəituo	iovneA	81	63	9.47	1.7	24	38	6.13	
	IstoT	1,509	300	9.91	608,r	1,262	317	1.02	9°L
	Démission	629	156	22.8	989	322	156	3.05	9
	Décès	79	2	3.1	79	19	ŀ	9.t	
	Fin de période déterminée	193	86	7.55	162	217	104	32.4	9
	Retraite	899	52	4.2	869	909	78	6.3	9
	Révocation de la nomination	ļ.	0	0.0	Ļ	ŀ	ļ	0.08	
	Renvoi en cours de stage	142	81	5.11	160	107	61	15.1	
echniciens	Renvoi	۲l	0	0.0	71	91	2	1.11	
	lstoT	186,1	806	8.18	2,884	₽9 <b>7</b> ,1	633	34.6	5,6
	Démission	<b>⊅</b> 0∠	087	9.04	1,184	689	697	0.94	ô
	Décès	111	61	9.41	130	101	53	7.71	
	Fin de période déterminée	158	180	53.3	338	201	228	1.53	7
	Retraite	<b>7</b> 86	202	8.71	1,136	748	204	4.61	),1
	Révocation de la nomination	1	L	6.78	8	ļ.	3	0.87	
t service xtérieur	Renvoi en cours de stage	<b>ヤ</b> ヤ	71	7.4S	89	ZE.	8	8.71	
noitattainimb	Renvoi	23	10	8.08	33	32	8	20.0	
	lstoT	<b>296</b>	974	43.5	317,1	832	<b>Z</b> 99	0.44	p'L
	Démission	472	809	8.18	186	334	614	9.33	
	Décès	75	Þ	6.8	LÞ	42	L	14.3	
	Fin de période déterminée	06	991	8.48	526	183	165	8.74	
	Retraite	118	99	15.3	798	248	87	16.2	?
	Révocation de la nomination	0	0	0.0	0	0	0	0.0	
setelialistes	Renvoi en cours de stage	52	8	21.6	32	53	6	1.82	
seupitifiques	Renvoi	15	7	1.12	61	9	6	64.3	
	IstoT	143	3	2.1	941	134	2	0.8	
	Démission	£ħ	3	6.8	97	68	Þ	6.8	
	Décès	9	0	0.0	g	10	0	0.0	
	Fin de période déterminée	0	0	0.0	0	3	0	0.0	
	Retraite	85	0	0.0	85	18	3	9.5	
	Révocation de la nomination	0	0	0.0	0	0	0	0.0	
	Renvoi en cours de stage	0	0	0.0	0	0	0	0.0	
noitse	Renvoi	2	0	0.0	2	1	0	0.0	
ellennoisselle	(ètilidinoqsib nə	.N	.N	%	FlstoT	.N	.N	%	DT.
əirogətsi	Aotif (sauf mise	Hommes			-				
		зошшон		501		Hommes	mm9 <del>1</del>	291	

18,054	19,739	<sup>6</sup> ls1oT
809'9	785,8	Démission
243	889	Décès
Z97'9	5,062	Fin de période déterminée
109	652	raison de santé
2,724	2,893	(sns 46 à 63) evisitolov
1,502	1,36,1	Petraite âge légal (65 ans et plus)
L	13	Révocation de la nomination
340	987	Renvoi en cours de stage
26	671	abandon de poste
0	0	activités politiques
18	72	incompétence ou incapacité
68	89	Renvoi inconduite
1983	1982	Motifs de cessations d'emploi (saut les mises en disponibilité)
		Cessations d'emploi et motits Répartition des cessations d'emploi selon le motit, 1982 et 1983

	notif n'a pas été précisé.	Ces données incluent 23 cessations d'emploi en 1982 et 7 en 1983 dont le n
960'1	1,75,1	autres
899,8	613,4	raisons personnelles non précisées
114	978	retour aux études
152	180	emploi dans un autre organisme gouvernemental
1,286	687,1	emploi dans le secteur privé
		Motifs des demissions

Sources : Renvois pour incompètence ou incapacité et révocations de nomination : Commission de la Fonction publique; autres motifs : Ministère des Approvisionnements et Services

Tableau 47

7ableau 46

IstoT

Appels, provenance des nominations et méthode de sélection

Méthodes de sélection ouvrant droit à un appel et ayant fait l'objet d'appels et dispositifs des

décisions des comités d'appel selon la provenance des nominations et la méthode de sélection, 1983

378	577	66	84	368	991,8	Sans concours	
1,450	1,263	961	129	996	611,01	CFP et ministères Concours restreints	
2,306	2,011	595	771	1,308	148,41	Total	
198	994	66	87	198	076,4	Sans concours	
1,44	1,245	961	129	<b>∠</b> ⊅6	178,6	Ministères Concours restreints	
56	52	0	0	52	434	lstoT	
	L	0	0		981	Sans concours	
31	81	0 '	0	81	848	Commission de la Fonction publique Concours restreints	
Total	accueillis <sup>b</sup>	Appels	SillisuppA	FlatoT	ouvrant droit à un appel	Provenance des nominations et méthode de sélection	
	Appels		de sélection s réglés)		Mèthodes de noitoelès	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
SI	ositits des décision	dsiQ					

Betsonnes peuvent en appeler d'une méthode de sélection. 111 1,333 15,275 Grand total

o appel, avec ou sans audience, soit que l'appelant ait retiré son appel ou que l'appel ait été jugé irrecevable.

# Mises en disponibilité, catégorie professionnelle et sexe

mise en disponibilité et le sexe, 1983 Cessations d'emploi suite à des mises en disponibilité selon la catégorie professionnelle, la raison de

	DèA	noitaanisation		19	noitsation		Déc	entralisation	L	ToT	នៅ	Gre
Catégorie professionnelle	Hommes	Femmes	Total	Hommes	Femmes	Total	Hommes	Femmes	Total	Hommes	Femmes	1
Gestion	7	0	2	0	0	0	0	0	0	7	0	
Scientifiques et spécialistes	56	6	32	13	173	981	Þ	0	7	43	182	3
tervice extérieur	<b>L</b> 9	52	82	8	8	† †	71	8	22	64	98	1
Techniciens	53	9	58	L	12	28	Į.	0	ŀ	18	72	
Soutien administratif	12	19	28	9	69	77	6	113	122	35	243	3
Exploitation	69	35	86	991	881	344	3	0	3	222	223	7

189

328

136

1,123 111

977 278

total

2,33

415

2,036

595

125

151

34

243

797

Mises en disponibilité, catégorie professionnelle et groupe linguistique

192

mise en disponibilité et le groupe linguistique, 1983 Cessations d'emploi suite à des mises en disponibilité selon la catégorie professionnelle, la raison de

lstoT	DTC	79	328	642	ŀ	£79	60	09	152	800 t	415	1,123
Exploitation	78	11	86	344	0	344	1	2	3	432	13	977
Soutien administratif	<b>†</b> 9	81	28	<b>1</b> 7	0	77	<b>4</b> 9	99	122	505	73	278
Techniciens	22	L	58	72	1	28	ŀ	0	ŀ	09	8	89
Administration et service extérieur	89	ÞΙ	82	11	0	11	61	3	22	86	<b>Z I</b>	611
Scientifiques et spécialistes	18	Þ	32	186	0	186	ヤ	0	†	221	ヤ	552
Gestion	2	0	2	0	0	0	0 -	0	0	2	0	7
Catégorie professionnelle	-olgnA sənoriq	Franco- phones	Total	-olgnA sənordq	Franco- phones	IstoT	-olgnA sənoriq	Franco- phones	IstoT	-olgnA sənoriq	Pranco- phones	Grand total
	IoėA	noitasinag:		lγd	noitsaitsv		eoèa	ntralisation	-		Total	

ppels et ministère

éthodes de sélection ayant fait l'objet d'appels et dispositifs des décisions des comités d'appel,

lon le ministère et le sexe, 1983

155,3	273	1,558	649	1,357	<b>7</b> 6	201	771	1,333	ls:
<b>7</b> 9	71	07	11	28	3	12	11	68	vaux publics
11	Þ	L	Þ	L	0	0	0	6	lisv
592	<b>Z L</b>	248	41	234	0	71	12	139	nsports
12	ļ.	11	ļ	++	0	0	0	6	tistique Canada
2	1	ļ	ļ	1	0	0	0	2	liciteur général
68	11	87	8	67	3	52	11	19	vice correctionnel du Canada
91	11	†	10	7	ļ.	0	Į.	10	spanada d'État du Canada
07	91	24	14	22	2	2	ŀ	58	nationale et Bien-être social
342	78	592	88	211	†	ヤヤ	<b>Z</b>	184	venu national (Douanes et Accise, Impôt)
28	3	52	3	SZ	0	0	0	24	snsèso te sert
1	Ļ	0	0	0	ļ.	0	ļ	ŀ	oe national de l'énergie
9	S	†	2	₽	0	0	0	9	sees nationaux du Canada
9	†	2	3	ļ	- L	1	2	9	tice
7	2	2	2	2	0	0	0	▽ ▽	ustrie et Commerce
13	6	Þ	8	Þ	1	0	ļ	11	ndarmerie royale du Canada∘
S	1	1	1	ļ	0	0	0	2	əlsnoigər əlləirtzubni noiznac
87	11	<b>4</b> 9	10	69	ļ	8	6	79	ironnement
61	3	91	1	13	2	3	7	41	ergie, Mines et Ressources
619	333	286	279	258	19	28	19	305	ploi et Immigration
Į.	1	0	1	0	0	0	0	L	partement d'État au Développement social
1	0	ļ	0	ļ.	0	0	0	Į.	partement d'État au Développement économique
608	<b>7</b> 6	215	88	871	9	28	28	202	ense nationale (civils)
2	2	0	2	0	0	0	0	ļ.	ur fédérale
28	8	50	g	71	3	9	L	53	noinmation et Corporations
ļ.	0	1	0	1	0	0	0	1	nseil du Trésor (Secrétariat)
ļ	0	Ļ	0	ļ	0	0	0	ļ	neell de la radiodiffusion et des félécommunications is diennes
L	2	g	2	g	0	0	0	L	anunications
ļ	0	Į.	0	ļ	0	0	0	Ļ	mmission des relations de travail dans la Fonction vilque
52	<b>Z I</b>	12	<u></u>	12	0	0	0	8	mmission de la Fonction publique
Z	0	7	0	S	0	2	ļ.	g	mmission canadienne des transports
1	0	1	0	ŀ	0	0	0	1	mmission canadienne des pensions
1	Į.	0	ļ	0	0	0	0	1	mission canadienne des droits de la personne
2	2	0	2	0	0	0	0	2	eau de la Coordonnatrice, Situation de la femme
1	Ļ	0	Ļ	0	0	0	0	1	liothèque nationale du Canada
6	3	9	3	9	0	0	0	g	hives publiques du Canada
79	58	33	52	30	†	3	g	98	provisionnements et Services
69	12	∠Þ	6	97	3	2	S	68	riculture
7	2	2	2	2	0	0	0	8	ence canadienne de développement international
68	10	52	10	52	0	3	3	98	aires indiennes et du Nord canadien
112	28	1/8	56	87	2	9	†	50	ajres extérieures
87	30	18	72	41	8	1	3	58	aires des anciens combattants
distot	Femmes	Hommes	Femmes	səmmoH	Femmes	səwwoH	Accueillis	Totalb	istère
Grand	l£	stoT	Sle	Appe non		Appe	uo	sbodtéM toelés 1 sledgs)	
		suoisi	tifs des déc	isonsi()					

rical 1,333 177 201 94.

The sapels non accueillis, on compte ceux qui ont êté rejetés ou réglés de quelqu'autre façon par un comité sonnes peuvent en appeler d'une méthode de sélection.

Sonnes peuvent en appeler d'une méthode de sélection.

Jolyes assujeitis à la Loi sur l'emploi dans la Fonction publique seulement en grand fotal des appels parce que plusieurs soins de servicion qui ont ête réglése set intérieur au grand fotal des appels parce que plusieurs soins de servicion problèment de la partie de précise de selection.

100'7 011 000'1

6/9

1001

Appels et variation annuelle Nombre d'appels interjetés à l'encontre de méthodes de selection et à l'encontre de recommanda-

tions de renvoi ou de rétrogradation, et variation annuelle en pourcentage, entre 1973 et 1983

	esnec.	enne des Postes était en	ploi dans la Fonction publique ploi dans la Fonction publique 21 70 en 1982, la Société canad	Article 31 de la Loi sur l'em
8.8t —	2,400	69	2,331	1983
8.71 -	2,885	72	2,813	1982∘
0.4+	113,5	113	866,6	1981
4.88.4	3,375	126	3,250	1980
0.81 -	2,439	971	2,293	6761
E.13-	2,802	115	2,687	8761
T.8S.+	699'8	74	3,485	1977
8.71 -	2,810	79	2,746	9761
S.71 -	3,417	07	775,5	9791
8.48+	4,125	23	4,072	4761
9.tS+	190,8	42	3,019	1973
noitsinsV elleunns %	IstoT	Recommanda- tions de renoit du de dnoitsbargorfer	eb sebontèM Prioitoelès	əşuuA
		sètej atri sledo	A	

# Appels et catégorie professionnelle

Tableau 43

Méthodes de sélection ayant fait l'objet d'appels et dispositits des décisions des comités d'appel selon la catégorie professionnelle et le sexe, 1983

Total	1,333	221	201	⊅6	1,357	629	833,1	577	2,3
Exploitation	218	07	69	8	223	87	292	99	35
Soutien administratif	308	42	13	L⊅	144	317	157	798	9
Lechniciens	691	91	12	ţ	310	ÞΙ	188	15	P
Administration et service extérieur	LÞ9	89	98	75	<b>769</b>	270	089	307	5
Scientifiques et spécialistes	94	11	12	ļ.	73	58	98	30	
Cestion	71	0	0	0	13	F	13	ŀ	
Categorie professionnelle	Totalb	Accueillis	Hommes	Femmes	Hommes	Femmes	Hommes	Femmes	101
	ejęs	Měthodes de sélection (appels réglés)		sləc Sillis	qqA oos non		οŢ	lal	Grå
	7171	-p 00p0		sodsia	uns des dec	SUOISI			

eparmi les appeis non accueillis, on compte ceux qui ont êté rejetés ou réglés de queiqu'autre façon par un comité d'appel, avec ou sans audience, soit que l'appeaint ait retiré son appel ou que l'appei ait été jugé irrecevable. <sup>®</sup> le total des méthodes de sélection qui ont êté réglése est inférieur au grand total des appeis parce que plusieurs ble total des méthodes de selection qui ont été selection.

### [ableau 40

tominations, candidatures et diplômés de collèges communautaires et de cégeps adminations liées au programme de recrutement dans les collèges communautaires et nominations liées au programme de recrutement dans les collèges communautaires (les cégeps selon le secteur professionnel, le groupe linguistique et le sexe, 1982 et 1983

110	43	<b>2</b> 9	61	16	802	02	732	98	994	Isto
52	6	91	11	71	69	Þ	69	51	42	lormatique
99	<b>Z</b>	38	Þ	13	199	12	089	9	979	ciences pures et appliquées
30	۷١	13	ヤ	56	88	97	43	6	64	ciences de la gestion
				3	198					
330	96	234	07	530	3,515	824	169,2	413	3,102	lsto
06	13	68	18	69	<b>7</b> 29	240	434	691	909	oupitematique
691	L	162	8	191	1,993	142	1,88,1	214	677,1	ciences pures et appliquées
17	38	33	1	04	848	442	907	30	818	ciences de la gestion
Total	Femmes	Hommes	Franco- phones	-olgnA sənoriq	Total	Femmes	Hommes	Franco- phones	-olgnA sənoriq	ecteur professionnel
		snoitanimo	N			ę	andidatures	0		

**L**6

### ableau 41

lominations et Programme d'emplois d'été axés sur la carrière ludiants embauchés dans le cadre du Programme d'emplois d'été axés sur la carrière socreur professionnel, le genre de maison d'enseignement, le groupe linguistique i le sexe, 1982 et 1983

Isto	2,802	066	2,116	979,1	3,792	4,520	1,835	3,218	3,137	998'9
ollège communautaire et cégep	302	981	282	506	881	484	390	997	388	448
niversité	2,500	<b>⊅</b> 08	1,834	074,1	3,304	980'7	1,475	2,762	2,749	119,8
laison d'enseignement										
lejo	208,2	066	2,116	949'1	3,792	4,520	1,835	3,218	3,137	998'9
ciences pures et appliquées	1,962	989	969'1	1,003	2,598	2,107	<b>⊅</b> ∠∠	1,757	1,124	2,881
ciences sociales et administration	048	324	128	873	461,1	2,413	1,061	197'1	2,013	474,8
ecteur professionnel	-olgnA eenodd	Pranco- Phones	Hommes	Femmes	Total	-olgnA sənodq	Franco- phones	Hommes	Femmes	IstoT
		31	286					1983		

### Nominations et diplômés d'universités

Répartition, en nombre et pourcentage, des diplòmés d'universités et des nominations faites dans le cadre du programme de recrutement dans les universités, selon la région où le dernier diplòme a êté

décerné, le groupe linguistique et le sexe, 1983

1								ada.	ennent de Statistique Can	<sup>8</sup> Les données pour les diplômés de 1983 provi
10	255	550	302	122	298	0.001	103,390	096'09	95,440	Total
(	Þ	ļ	3	-	†	-	-	-	-	Étrangerb
1	61	9	13	Ļ	18	£.7	285,7	099'8	3,925	Colombie-Britannique
	30	L	53	-	30	6.9	S80,7	3,420	3,665	Alberta
	†	3	Į.	-	Þ	3.4	3,500	1,785	317,1	Saskatchewan
	58	7	52	2	72	۲.4	4,180	2,015	2,165	sdotinsM
1	230	118	112	36	961	7.54	45,180	22,450	22,730	Ontario
8	115	43	72	<b>4</b> 6	81	26.3	27,210	13,240	13,970	Québec
-	30	13	41	<b>ヤ</b> ト	91	2.4	2,495	1,260	1,235	Nouveau-Brunswick
(	35	13	61	9	56	4.3	997'7	2,305	2,150	Nouvelle-Écosse
	L	2	S	-	L	2.0	530	120	011	Île-du-Prince-Édouard
	22	10	12	_	22	4.1	074,1	969	977	Terre-Neuve
2.	.N	Femmes	Hommes	səuoyd	səuoyd	%	.N	Femmes	Hommes	Région
0 1	stoT	•		Franco-	-olgnA		EtoT			
		suoi	JanimoN				eSe	- imôlqiQ	<del></del> _	

<sup>&</sup>lt;sup>b</sup>Canadiens étudiant à l'étranger

# **45 UseldsT**

### Nominations, candidatures et diplômés d'universités

Oandidatures et nominations liées au programme de recrutement dans les universités selon le secteur professionnel, le groupe linguistique et le sexe, 1982 et 1983

_	_	
7	OC	
G	80	16

Total	13,157	<b>799</b> '9	13,493	856,3	19,821	198	122	302	220	25
Socio-économique	429	330	779	310	<del>7</del> 96	ヤヤ	61	58	34	3
Informatique	879	566	979	597	716	12	8	8	12	0
Sciences pures et appliquées	7,547	1,386	3 254	629	3,933	125	79	140	67	3
Vérification et comptabilité	710,8	478,t	3,166	1,425	169'7	12	11	22	10	3
Service extérieur	Z60'E	1,394	3,044	744,t	167'7	91	8	12	8	
noitsrtainimbA	3,224	417,1	2,740	2,198	4,938	120	97	88	101	3
					861	3				
Total	130,8	4,132	980,8	∠60°₽	12,183	999	324	169	318	63
Socio-économique	430	223	677	204	653	9	9	8	3	
Informatique	335	16	288	132	423	97	58	42	35	7
Sciences pures et appliquées	1,299	687	789,1	198	2,038	971	142	220	89	3;
Vérification et comptabilité <sup>b</sup>	1,564	1,143	1,833	478	2,707	130	86	971	LL	35
Service extérieur	2,252	725	866'1	646	776,2	105	12	68	28	3
noitsatainimbA	471,2	1,2,1	1,831	1,554	3,385	123	79	98	101	
Secteur professionnel	-olgnA sənoriq	Franco- phones h	səmmoh	Femmes	*lstoT	səuoyd -olgnA	Franco- Phones H	səwwo	Femmes	E)T
		:O	andidature	Se			οN	noitanim	S	

<sup>®</sup>Le nombre de candidatures excède le nombre de candidats puisque chaque candidat peut poser plus d'une candidature. bComprend 24 nominations en 1982 au Bureau du Vérlficateur général du Canada.

Mominations et postes bilingues (dotation non impérative)

Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique à des postes bilingues (dotation non impérative) selon la catégorie professionnelle, la situation linguistique des titulaires et le groupe linguistique, 1983

	N'ont pas à satisfaire <sup>b</sup>	5443	111	8.2	tr99	4.7
səirogətisə	Doivent satisfaire	471,1	370	4.6	946,1	8.02
Toutes les	Ont satisfait	868,1	854,8	7.78	855,3	7.17
	Total	25	142	100.0	961	0.001
	N'ont pas à satisfaire <sup>b</sup>	18	12	8.8	30	15.4
	Doivent satisfaire	11	12	8.41	35	4.81
Exploitation	Ont satisfait	23	601	8.97	133	2.88
	Total	889	1,384	100.0	5,069	0.001
	N'ont pas à satisfaire	87	97	8.8	153	6.8
administratif	Doivent satisfaire	283	142	10.3	456	20.6
Soutien	Tisteitse InO	322	791,1	6.88	1,520	3.57
	lstoT	193	434	100.0	627	100.0
	N'ont pas à satisfaireb	68	10	2.3	67	8.7
	Doivent satisfaire	79	89	13.4	122	5.61
Techniciens	Jisteitse InO	06	998	84.3	997	7.27
	Total	1,539	1,427	0.001	896'Z	0.001
IDOLIOIVO	N'ont pas à satisfaire <sup>b</sup>	165	12	ð.f	186	6.3
et service extérieur	Doivent satisfaire	009	101	B.7	809	20.5
noitsitainimbA	fistalise tnO	878	1,299	0.16	2,173	73.2
	Total	067	168	0.001	988	0.001
	N'ont pas à satisfaire	<b>ヤヤ</b>	50	1.3	79	S.7
specialistes	Doivent satisfaire	961	07	10.2	235	26.6
seintifiques et	fistalise tnO	251	331	7.48	989	2.99
	lstoT	<b>L99</b>	141	100.0	869	0.001
	N'ont pas à satisfaire	66	3	1.2	102	9.41
	Doivent satisfaire	121	2	4.1	123	9.71
noitsa£	fisteitse tnO	334	136	9.96	074	5.73
Catégorie professionnelle	des titulaires et exigences du poste	.N	.N	%	.N	%
,,,,	Situation linguistique	səuoydolgnA	Franco	səuoyd	toT	9 9

<sup>a</sup>Dans 9 cas, les documents de nomination ne précisent pas la première langue officielle de l'employé. <sup>b</sup>Titulaires autorisés, an vertu du Décret d'exclusion sur les langues officielles dans la Fonction publique, à occuper un poste billingue sans possèder la compétence requise, mais dont certains sont désireux de l'acquérir. Outre ces unilingues, ce groupe comprend des employés billingues dont la compétence est cependant insuffisante en regard des exigences de leur poste.

9,514

Grand totale

100.0

7,442

0.001

3,919

postes bilingues (dotation impérative) selon la catégorie professionnelle, la modalité d'emploi et le groupe linguistique, 1983 Nominations et postes bilingues (dotation impérative)
Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique à des

	Grand total°	784,2	0¢6'Z	0.001	10,470	100.0
catégories	Période déterminée <sup>b</sup>	175,1	4,927	1.28	⊅8E'9	8.09
Toutes les	Période indéterminée	911,1	3,013	6.78	4,136	3.68
	IstoT	97	191	100.0	202	0.001
	Période déterminée <sup>b</sup>	61	98	53.4	901	51.2
Exploitation	Période indéterminée	56	97	9.94	101	8.84
	lstoT	1,326	980'9	100.0	864,3	0.001
administratif	Période déterminée <sup>b</sup>	796	857,5	3.57	4,723	<b>⊅.</b> £7
Soutien	Période indéterminée	395	74E,1	26.5	1,715	26.6
	IstoT	83	526	100.0	345	0.001
	Période déterminée <sup>b</sup>	32	136	7.23	170	7.64
Techniciens	Période indéterminée	19	121	£.74	172	5.03
inaliatva	IstoT	664	1,923	0.001	2,729	0.001
et service extérieur	Période déterminée <sup>b</sup>	585	094	3.65	1,055	7.88
Administration	Période indéterminée	019	1,163	8.08	1,674	£.13
	IstoT	163	901	0.001	<b>b</b> 78	0.001
spēcialistes	Période déterminée <sup>b</sup>	79	506	7.03	275	6.74
Scientifiques et	Période indéterminée	66	200	8.64	588	1.23
	IstoT	1.2	108	100.0	641	0.001
	Période déterminée <sup>b</sup>	3	1	6.0	Þ	2.2
Gestion	Période indéterminée	89	701	1.66	971	8.79
professionnelle	Modalité d'emploi	.N	.N	%	.N	%
Catégorie		sənodqolgnA	Francol	səuoyd	01	[9]9

linguistiques du poste.  $\Box$  $^{8}$ Dans 43 cas, les documents de nomination ne précisent pas la première langue officielle de l'employé.  $^{9}$ DAucun candidat ne peut être nommé à un poste pour une période déterminée s'il ne satisfait pas aux exigences

100.0	882,88	76,512	31.6	24,028	976,13	10,066	8.62	2,349	609'2
9.7	999'9	5,922	42.3	764,2	3,400	243	7.28	20⊄	420
12.0	10,365	907,6	8.86	7E9'6	811	699	3.86	079	01
1.63	51,214	44,388	0.8	1,337	42,648	6,823	2.4	091	809'9
7.02	17,912	010,81	6.39	10,525	854,8	768,t	1.17	1,331	149
0.001	13,987	11,646	8.62	2,739	057,8	2,340	1.91	698	1,925
£.8	1,165	1,033	8.13	527	167	132	8.03	85	09
15.1	2,111	788,t	2.66	078,1	31	224	2.86	218	Þ
9.87	10,290	8,383	1.1	<b>7</b> 6	131,8	906'↓	9.1	30	1,842
2.9	402	324	8.87	244	87	87	9.87	69	61
100.0	42,976	Z96'6E	0.88	14,305	862'93	3,004	3.1.2	855	2,034
t.e	4,054	3,919	S.E4	069'l	2,223	134	8.18	42	92
4.4	771,8	946'9	6.86	798,8	<b>7</b> 9	200	9'66	961	ŀ
6.33	24,039	22,237	6.8	858	21,180	108,1	2.4	43	1,728
8.61	702,8	899,7	5.97	5,834	1,810	Z48	1.97	683	661
100.0	<b>†96</b> '9	598,2	7.91	1,150	879,4	1,099	1.12	227	648
6.9	6 <b>7</b> 4	332	28.9	96	234	741	24.5	98	111
8.3	437	372	7.86	<b>498</b>	9	99	6.96	62	2
8.27	070,8	4,322	2.3	66	161,4	847	3.2	23	<b>⊅</b> 0∠
13.9	696	833	4.07	989	246	136	8.77	105	30
0.001	15,616	13,709	0.68	4,514	691'6	1,904	0.82	074	1,413
2.4	698	303	24.8	94	228	99	1.85	24	68
S.8	1,280	1,215	1.86	781,1	23	99	0.001	69	0
5.13	686,7	094'9	2.6	871	999'9	1,229	0.6	98	181,1
3.95	Z69'S	691,8	2.83	3,007	2,157	979	9.39	342	621
100.0	888,2	4,260	25.4	870,1	891,8	1,627	22.0	343	1,218
4.8	867	359	3.55	011	218	191	25.3	07	811
1.9	358	254	7.36	242	11	104	1.79	100	3
8.09	878,6	2,474	4.2	101	2,362	1,103	7.2	28	1,021
8.42	697'1	1,203	6.13	622	<i>LL</i> 9	526	Z.69	175	94
0.001	1,127	1,056	8.22	241	815	14	25.4	81	23
3.0	9	9	0.0	0	9	0	0.0	0	0
S.0	2	ļ.	100.0	1	0	1	0.001	1	0
19.4	219	204	0.2	Þ	200	91	0.0	0	91
8.77	778	822	2.82	232	069	99	6.08	<b>Z</b>	38
%	,N	dlstoT	в %	,N	.N	dlstoT	в%	.N	.N
dlst	of bns12	_		Franco	-olgnA	-		France	-olgnA
		ənbi	lduq noit	de la Fonc	niəs uA		ənbilduq	Fonction	sl Á

la Fonction publique. \*\*Dans 638 cas en 1982 et 531 en 1983, le statut linguistique du poste n'a pas été précise. \*\*Comprend 42 nominations en 1982 et 6 en 1983 à des postes qui ne sont pas classés dans l'une ou l'autre des six

<sup>a</sup>Le pourcentage de trancophones est calculé sur le total des employés dont les documents de nomination précisent la première langue officielle précisent la première 1716 en 1983, les documents de nomination ne précisent pas la première langue officielle de l'amployet, dans 13 cas en 1982 et 10 en 1983, lis ne précisent pas s'il s'agit d'une nomination à ou au sein de la Fonction publique.

100	140,001	064,48	7.62	176,42	59,120	15,538	23.3	793,5	11,763	Grand total	
8	8,722	7,530	9.68	2,943	884,4	1,192	32.9	390	967	Anglais ou français	
01	660,01	9,152	8.86	996'8	511	976	7.86	928	12	Français	
09	997'09	178,64	1.5	1,564	401,84	10,586	0.6	313	011,01	aisignA	catégories
50	20,116	17,506	2.29	11,399	<del>7</del> 80'9	2,610	5.57	888,1	689	Bilingue	Toutes les
100	169,91	14,233	22.6	761,E	10,954	2,695	14.0	372	2,288	Total	
6	1,613	1,439	52.4	740	£78	471	3.85	99	107	Anglais ou français	
13	2,355	2,124	0.86	2,074	43	231	1.99	228	2	Français	
77	12,548	10,322	£.1	159	10,142	2,224	5.1	58	2,162	Anglais	
7	403	340	0.47	251	88	69	2.97	87	91	Bilingue	Exploitation
100	335,74	42,414	34.9	<b>カト</b> フ, <b>カト</b>	27,449	986'₺	7.72	1,348	3,527	olstoT	
11	6,330	5,016	1.85	1,884	3,062	314	30.1	<b>7</b> 6	218	Anglais ou français	
12	797,8	279'9	2.99	977'9	97	218	1.99	214	2	Français	
99	26,452	23,343	S.4	986	22,249	701,8	0.6	26	2,969	sislgnA	titantainimba
50	6,529	8,315	5.97	678'9	196'1	1,214	1.77	927	276	Bilingue	Soutien
100	745,6	871,7	20.4	1,457	<b>⊅</b> 69'9	2,165	7.02	144	⊅69°L	Total	
9	628	425	8.08	128	767	203	8.88	<b>4</b> 9	134	Anglais ou français	
9	283	426	6.76	412	6	901	1.66	105	ŀ	Français	
11	6,724	5,133	2.5	126	066'7	783,1	0.8	LÞ	1,522	sislgnA	
91	1,452	781,1	6.88	887	268	592	8.38	220	38	Bilingue	Techniciens
100	18,204	14,977	29.5	814,4	10,534	3,226	7.42	787	2,398	olstoT	
3	869	325	9.82	86	232	568	3.15	48	183	Anglais ou français	
9	196	803	0.66	164	8	861	7.86	124	2	Français	extérieur
79	098'6	138,7	2.6	203	169,7	2,008	3.5	69	806,1	sislgnA	et service
32	702,8	5,830	9.95	3,298	2,528	<i>LL</i> 9	1.89	997	214	Bilingue	noitattainimbA
100	444,7	5,035	21.1	190,1	196'8	2,409	2.62	109	187,1	olstoT	
L	299	320	8.08	<b>L</b> 6	223	232	34.2	64	152	Anglais ou français	
9	184	249	8'96	240	8	232	8.79	227	9	Français	
89	727, <i>₽</i>	3,116	9.8	120	786,2	119,1	8.4	9/	418,1	sislgnA	specialistes
22	879,1	1,344	9.44	669	977	334	9.99	219	011	Bilingue	Scientifiques et
100	817	679	19.3	152	223	69	1.92	18	19	Totalc	
0	9	9	20.0	1	Þ	1	0.0	0	ļ	Anglais ou français	
0	ļ.	ļ.	100.0	1	0	0	0.0	0	0	Français	
91	115	104	0.1	1	103	11	0.0	0	11	sislgnA	
92	<i>L</i> †9	067	23.3	714	375	<b>L</b> 9	3.1.6	81	68	Bilingue	Gestion
	.N	distoT	в%	.N	.Ν	Totalb	е%	.N	.N	linguistique du poste	Catégorie professionnelle
Grand totalb			Anglo- Franco-			Anglo- Franco-			tutat2 aupitalingil	aisopátsO	
		À la Fonction publique Au sein de la Fonction publique							sl Á		
				28	61						

catégorie professionnelle, le statut linguistique du poste et le groupe linguistique du titulaire, 1982 et 1983 Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique selon la

linguistique Nominations, catégorie professionnelle, statut linguistique du poste et groupe

Tableau 35

otal<sup>b</sup>

# ominations, lieu de travail et groupe linguistique

épartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique selon le u de travail et le groupe linguistique, 1982 et 1983

Second Continues   Second Cont						1982					
Machine   Mach		A BI Á	nd noitono=	ənbild		nies uA	de la Foncti	oildud no	ənt		
And Decision (ACM)         77.0         3.1         3.05         3.6,5         6.0         1.0         3.4,5         3.6,5		sənoriqolgnA	Francop	səuoy		səuoydolgnA	Francopt	səuou		stot bna12	els
duvelle-Ecoses         724         66         66         67         68         67         68											%
weele-Ecoses         724         8.4         796         5,649         80         1,9         5,649         80         1,9         6,649         80         1,9         6,649         80         1,9         6,649         80         1,9         6,649         80         1,9         1,9         80         1,9         1,9         80         1,9         1,9         80         1,9         1,9         80         1,0											2.6
836 (2011 FOLD)  1909 (2011 FO											7.0
18											4.8
Main											3.5
800											9.81
## Statichewan   1,787   42   2.3   1,838   3,940   46   1,5   4,041   2,064   4,041   2,064   4,041   2,064   4,041   2,064   4,041   2,041											8.41
Acon         1,787         4.2         2.3         1,683         3,940         4.6         1,283         3,940         4.6         1,283         3,940         4.6         1,283         3,940         4.6         1,1											0.4
910 de la capitale nationale (2.95 de la capitale nationale la capitale la cap											1.2
184 818 6.0 8 388 82 82 83 15.2 89 83 15.2 89 83 15.2 89 83 15.8 80 9 83.8 83.9 83.8 83.9 83.8 83.9 83.8 83.9 83.8 83.9 83.8 83.8											8.8
100 de la capitale nationale 2,952 1,810 380 4,786 886, 80,40 36,6 86,8 30,845 36,335 36,305 46 30,845 36,335 36,335 36,305 46,3											£.6
Figure 1 (2.5) (2.											6.0 0.1
10001 986 912 192 29, 20, 20, 20, 20, 20, 20, 20, 20, 20, 20											8.38
1983											9.0
Per-Nece-Edouard Brinswick   6   2.7   239   1,8   1   1   1,6   1,8   3   3,0											0.001
John Consider         40         40         61						1983					
weale-Ecose         705         66         92.8.3         30.1         7,5.5.0         70.0         33.7         7,5.5.0         70.0         6.8.2.0         30.0         1,56.3         70.0         73.7         7,5.5.0         70.0         7	re-Neuve	218	9	7.2	539	1,821	11	9.0	1,853	2,092	2.4
Abec (sauf RCN)         66         922         93.3         1,653         790         33.7         2,350         2,659           Bebec (sauf RCN)         66         922         93.3         1,012         383         12,220         97.0         12,659         12,679           Initio (sauf RCN)         1,312         103         7.3         1,452         10,421         52.2         4.8         1,1165         12,619           Initio (sauf RCN)         1,312         103         7.3         1,462         10,421         6.619         3.0         3,554         4,109           Skatchewan         442         9.0         2.0         46         1,46         1,905           Betta         886         18         2.0         46         1,449         1,905           Betta         886         18         2.0         1,1         3,14         3,105           Initiones distributique         969         6,686         4,3         0.6         6,746         7,716           Initiones du Vord-Ouest         320         323         4,33         0.0         0.0         336         4,45           Intiones du Vord-Ouest         320         323         0,93         323	du-Prince-Édouard	66	13	9.11	116	619	79	⊅.6	989	108	6.0
ebec (sauf RCN)         66         922         93.3         1,012         383         12,220         97.0         12,650         13,650         1,012	Jvelle-Écosse	907	99	S.7	877	175,4	LL	7.1	4,504	282'9	1.9
Ratio (sauf RCM)         1,312         103         7.3         1,45         10,421         622         4.8         1,1165         12,619           Initoba         487         32         6.2         565         3,397         106         3.0         3,554         4,109           skatchewan         442         9         2.0         456         1,428         12         0.8         1,449         1,905           entra         886         18         2.0         91         3,742         5         2,14         3,805         4,716         1,905           entra         960         13         1.3         969         6,686         43         0.6         6,746         7,716           con         70         10         10         335         3,1         445         7,716           con         70         10         10         30         0         0         0         0         0         36         445         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,16         7,1	uveau-Brunswick	791	96	32.8	108	1,553	064	7.55	2,350	2,652	1.8
hitoba hi	sbec (sauf RCN)	99	852	6.89	1,012	383	12,220	0.76	12,666	678,81	8.21
skelchewan         442         9         2.0         466         1,428         12         0.8         1,449         1,905           erita         0mbie-Britannique         950         13         1.3         969         6,686         43         0.6         6,746         7,716           con         105         0         0         109         336         0         0         336         445           ritoires du Vord-Ouest         320         3         0.9         323         432         14         3,1         446         769											9.41
817.4         368,6         4.1         52         247,6         119         0.2         81         368         688         489         369         696         6.0											<u>7.</u> ₽
81T,T         34T,a         3.0         £4         388,a         69e         £.1         £1         02e         eupinnsilna-eidmo           244         36E         0.0         0         3EE         e01         0.0         0         30f         nox           69T         34A         f.E         4f         SE         e.0         E         OSE         fresuO-brok ub serioting											2.2
0.0 0 386 0.0 0 386 446 837 344 1.6 41 S24 828 9.0 0 0 0 305 read-order of the set of t											4.8
ritoires du Nord-Ouest 320 3 0.9 323 432 14 3.1 446 769											6.8
											6.0
007/07 10F/07 0:10 000/0 07F/01 001/7 0:00 +00/1 000/1 200/101/01/01/01/01/01/01/01/01/01/01/01/											6.0
367 1,72 461 136 74 9,15 31 26											8.88 8.0

23.8 10,066

946,18

Fonction publique. ans 3 cas en 1982 et 1 en 1983, les documents de nomination ne précisent pas le lieu de travail. ans 608 cas en 1982 et 716 en 1983, les documents de nomination ne précisent pas la première langue officielle el employés, dans 15 cas en 1982 et 10 en 1983, ils ne précisent pas s'il s'agit d'une nomination à ou au sein de el employe, dans que la companier. 609'4

2,349

0.001

885,88

76,512

31.6

24,028

## Nominations, lieu de travail et sexe

Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique selon le lieu de travail et le sexe, 1982 et 1983

5801 as 588 t to 5801 as see 017 t sacc	a ob otnominop col (	a aoitealase	andioàra o							
dlsfoT	4,902	945,4	45.2	10,066	32,194	43,053	5.33	212,87	882,88	100
Étranger	50	52	53.2	LÞ	755	156	3.15	967	242	0
Région de la capitale nationale	1,237	1,421	8.03	2,798	6,963	16,309	9.19	764,62	29,260	33
Territoires du Nord-Ouest	142	871	1.88	323	191	522	S.73	977	694	Ð
Дпкои	98	<b>4</b> 9	6.18	601	113	220	6.59	988	977	6
Oolombie-Britannique	987	<b>797</b>	6.94	696	3,237	3,454	5.18	947,8	917,7	8
Alberta	697	430	S.74	116	979'1	2,138	2.93	3,805	917,4	\$9
Saskatchewan	208	535	B.18	997	649	998	1.63	677'1	306,1	2
adotinaM	536	564	9.7 <i>p</i>	999	1,326	2,159	7.09	3,554	601,4	17
Ontario (sauf RCM)	439	129	42.8	1,452	4,221	899'9	8.83	391,11	12,619	EP L
Québec (sauf RCM)	809	997	1.84	1,012	6,334	191,7	8.93	12,666	13,679	शुर
Nouveau-Brunswick	871	06	29.9	301	1,031	1,302	p.88.4	2,350	2,652	1
Nouvelle-Écosse	£74	202	26.0	877	2,857	1,334	29.6	709't	5,282	19
Île-du-Prince-Édouard	69	98	0.16	911	908	178	5.43	989	108	(1)
Terre-Neuve	711	<i>L</i> 9	0.82	539	1,063	687	6.68	1,853	2,092	t!:
		1			1983					0
Totalb	198,7	100,7	1.84	15,538	37,560	45,858	54.3	064,48	140,001	100
Étranger	87	66	9.18	192	528	153	9.15	386	878	(3)
Région de la capitale nationale	2,176	2,382	7.64	887,4	179,11	18,150	4.63	30,545	35,335	33
Territoires du Nord-Ouest	681	530	8.28	987	585	311	5.13	909	1,045	(:
Дпкои	97	94	0.84	163	162	199	7.84	318	184	30
Oolombie-Britannique	188	797	4.84	189,1	136,8	3,711	48.4	199,7	9,342	8
Alberta	196	828	0.84	1,838	1,853	2,109	8.23	3,991	6,830	E
Saskatchewan	248	862	53.2	099	679	728	4.88	767°L	2,054	Tie.
Manitoba	382	385	B.74	018	904,1	1,727	8.48	3,166	9/6'8	(r
Ontario (saut RCM)	1701	186	7.44	2,082	111,8	181,7	7.78	12,438	14,524	Cal
Québec (sauf RCM)	177	527	3.9.5	1,334	5,382	7,123	6.88	12,597	13,933	er er
Mouveau-Brunswick	231	148	8.48	431	1,303	1,445	52.4	2,758	981,8	TC
Nouvelle-Écosse	999	76L	24.4	964	3,701	1,720	3.08	979'9	144,8	th D
lle-du-Prince-Édouard	79	09	0.84	152	304	589	7.84	<b>⊅</b> 69	617	0
							1:0+	2,289	169,5	8
Terre-Neuve	168	08	26.5	302	1,249	986	1.54	080.0	1020	76
Lieu de travail Terre-Neuve	.N 891	.N 08	% 26.5	Total <sup>a</sup>	.N 942.1	,N	%	*lstoT	.N.	74
			%				%			1

publique. PDans 3 cas en 1982 et 1 en 1983, les documents de nomination ne précisent pas le lieu de travail. «Dans 1,749 cas en 1982 et 1,883 en 1983, les documents de nomination ne précisent pas le sexe de l'employé; dans 13 cas en 1982 et 10 en 1983, ils ne précisent pas s'il s'agit d'une nomination à ou au sein de la Fonction 32,194

## minations et mode de sélection

nartition, en nombre et pourcentage, des nominations au sein de la Fonction publique selon le de de sélection et la modalité de nomination. 1982 et 1983

□lstoT	19,949	0.001	011,81	100.0	880,88	100.0	2,324	0.001	Þ	0.001	76,512	0.00 F
<ul> <li>autres modalités</li> </ul>	629	7.2	9,482	52.4	490,81	1.03	815,1	7.93	Þ	0.001	804,62	4.88
ns concours • reclassification	4,512	22.6	560	4.1	0	0.0	64	4.8	0	0.0	958'7	6.3
• répertoire	264,2	12.5	719,5	0.02	16,504	7.34	668	S.71	0	0.0	830,62	0.08
e concours • affiche	12,415	2.29	037,4	2.6.2	1,520	4.2	929	7.22	0	0.0	712,81	1.25.1
						861	8					
otalc	26,360	0.001	21,172	100.0	34,289	0.001	749,5	100.0	9	100.0	064,48	0.001
<ul> <li>autres modalités</li> </ul>	368	3.h	9,228	9.64	2,653	7.7	1,335	4.03	9	0.001	13,621	1.91
ns concours • reclassification	6,225	8.91	23	8.0	3	0.0	100	8.8	0	0.0	5,382	t.8
• répertoire	3,105	8.11	5,242	8.42	161,08	0.88	930	20.0	0	0.0	39,075	46.2
e stiiche	17,630	6.99	<i>L</i> †9'9	4.18	144,1	2.4	189	7.62	0	0.0	26,401	2.18
noite	.N	%	.N	%	.N	%	.N	%	.И.	%	.N	%
әр ә	itomorq	suo	oitatuM estérales neiolgéber	no s	Reconduc	Suoj	noitatuM viesengèn		RigortáA	snoitsb	lstoT	C
					n əb ətilsboM	<sup>6</sup> noitanimo						
						1981	7					

68

la note technique. 5 17 cas en 1982 et 37 en 1983, les documents de nomination ne précisent pas le modalité de nomination. 5 11 cas en 1982 et 3 en 1983, les documents de nomination ne précisent pas le mode de sélection.

# Nominations et mobilité professionnelle

Répartition, en nombre et pourcentage, des nominations au sein de la Fonction publique selon la mobilité professionnelle et la modalité de nomination, 1982 et 1983

cas en 1982 et 115 en 1983, les documents de nominations ne précisent pas s'il y a eu changement de groupe.  $^{\rm e}$ L'addition de ces totiaux ne correspond pas à la somme de toutes les modalités de nomination parce que, dans 6 cas en 1982 et 3 en 1983, les documents de nomination ne précisent pas s'il y a eu changement dans la modalité cas en 1982 et 3 en 1983, les documents de nomination ne précisent pas s'il y a eu changement dans la modalité °L'addition de ces totaux ne correspond pas à la somme de toutes les modalités de nomination parce que, dans 7 cas en 1982 et 14 en 1983, les documents de nomination ne précisent pas s'il y a eu changement de ministère. 

"L'addition de ces totaux ne correspond pas à la somme de toutes les modalités de nomination parce que, dans 44 bDans 17 cas en 1982 et 37 en 1983, les documents de nomination ne précisent pas la modalité de nomination.

0.001 949,91

1,584

0.001 011,81

2.72 229,4

												Période déterminée à période
6	870,7	0.0	0	12.9	300	0.0	2	26.5	267,4	6.6	⊅86,1	Période déterminée à période indéterminée
10	078	0.0	0	6.6	127	0.0	0	3.1	672	8.0	158	Période indéterminée à période déterminée
33	25,853	0.001	b .	2.48	1,492	0.0	ļ.	8.44	711,8	6.18	16,221	Période indéterminée à période poirèq spriminée
100	76,512	100.0	Þ	100.0	2,324	0.001	880,88	0.001	1011,81	0.001	19,949	blstoT
88	<b>776</b> ,78	0.03	2	45.5	1,058	6.66	36,050	2.96	17,428	2.78	13,397	Pans un même groupe ou
11	8,453	0.03	2	4.43	1,265	0.0	9	7.8	999	32.6	6,503	Dans un autre groupe ou sous-groupe
100	212,812	0.001	b .	100.0	2,324	0.001	36,088	0.001	1011,81	0.001	19,949	olstoT
76	72,406	0.001	†	4.67	948,1	0.001	980'98	6.88	15,998	92.5	18,444	Intraministérielle
G	4,092	0.0	0	9.02	874	0.0	0	9.11	2,102	B.7	1,504	Interministérielle
					3	861						
100	064,48	100.0	9	100.0	746,5	0.001	34,289	0.001	21,1721	0.001	26,360	⁰lstoT
67	41,842	0.0	0	6.71	ヤノヤ	0.001	34,283	1.32	6,320	7.9	097,1	Période déterminée à période déterminée
01	152,6	0.0	0	12.8	338	0.0	2	29.2	6,183	5.01	2,707	Période déterminée à période indéterminée
0	089	0.0	0	2.4	011	0.0	8	4.1	162	6.0	525	Période indéterminée à période déterminée
38	187,56	0.001	g	2.29	1,725	0.0	0	44.3	878,6	2.28	21,668	Période indéterminée à période ndéterminée
100	064,48	0.001	9	100.0	749,5	100.0	34,289	0.001	21,1721	0.001	26,360	blesoT
78	74,152	0.09	3	6.04	£80,1	6.66	34,264	3.79	20,652	8.89	18,138	Dans un même groupe ou
12	10,294	0.04	2	0.63	1,562	1.0	81	2.4	418	1.18	961,8	Dans un autre groupe ou sous-groupe
100	064,48	0.001	9	100.0	749,2	0.001	34,289	0.001	21,1721	0.001	26,360	Totale
€6	79,182	0.001	9	4.18	2,154	0.001	34,288	6.78	313,81	4.19	24,104	Intraministérielle
9	108,3	0.0	0	9.81	493	0.0	ļ	12.0	2,551	9.8	2,255	Interministérielle
	.N	%	.N	%	.N	%	'N	%	.N	%	.N	Mobilité professionnelle
	listoT	enoitsb	Rétrogra		Mutatior vissargàr		Mutations latérales ou Promotions redéploiements Reconductions		Promoti	. Atlinoy		
						<sup>e</sup> noitanimo	n əb ətilsbol	V				

76,512

43,008

100.0

0.0

0

100.0

4.71

2,324

707

0.001 880,88

100.0

36,085

Tableau 31

«Voir la note technique.

déterminée

\*lstoT

noitatiolax

Nominations et catégorie professionnelle

alegorie professionnelle et la modalité de nomination, 1982 et 1983 Alegorie professionnelle et la modalité de nomination, 1982 et 1983

1985

Modalité de nomination<sup>8</sup> Nominations au sein de la Fonction publique

3,004	8.62	6,522	32.7	8,093	7.44	24,334	4.78	1,012	43.5	2	0.08	42,976	9.64
660,1	9.01	2,402	12.0	1,675	5.6	1,612	8.4	165	1.7	Į.	0.82	<b>⊅</b> 96'9	0.8
1,904	9.81	6,213	1.18	3,657	2.02	3,278	1.6	242	23.3	ļ	26.0	919,81	0.81
1,627	16.2	916,1	9'6	1,142	6.3	1,054	2.9	148	4.8	0	0.0	888,8	8.9
17	7.0	089	2.9	997	2.6	0	0.0	10	4.0	0	0.0	1,127	1.3
						1983							
15,538	0.001	26,360	0.001	21,172	100.0	34,289	100.0	2,647	0.001	S	0.001	100,001	0.001
2,695	5.71	2,663	1.01	3,257	4.31	806,7	1.62	402	2.21	3	0.09	169,91	6.91
986'⊅	8.18	9,062	34.4	10,332	8.84	21,838	7.59	771,1	9.44	1	20.0	47,355	£.74
2,165	13.9	138,8	12.6	1,827	9.8	197,1	1.3	564	0.01	0	0.0	748,6	6.9
3,226	8.02	668,8	9.18	670,₄	5.91	948,1	₽.8	849	24.5	0	0.0	18,204	18.2
2,409	15.5	2,505	9.6	1,450	8.9	986	7.2	142	₽.6	Ļ	20.0	7,444	4.7
69	4.0	607	9.1	227	1.1	0	0.0	13	6.0	0	0.0	817	7.0
,N	%	'N	%	.N	%	.N	%	.N	%	'N	%	.N	%
à la Fond	noito	Promot	suoi			Reconduc	snoito			s1go1fè?	suoitabi	IstoT .	q
	A 18 Fon publid N. (1,099) 1,099 1,099 1,099 1,099 1,162 1,099 1,0	69 0.4.5   6.8.9   6.8.9   6.8.9   6.8.9   6.8.9   6.8.9   6.8.1   6.8.9   6.8.1   6.8.9   6.8.1   6.8	Marchionorionorionorionorionorionorionoriono	Sinchiomorpaid   Sinc	Murahim   Mura	Signature   Sign	Marginary   Marg	Multiprins laterales	19   19   19   19   19   19   19   19	Mutations   Secondarions   Mutations   Secondarions   Secondario	N	Second color   Seco	Signature   Sign

0.71

3,077

xle note technique. sins 90 case or 1985 et 47 en 1983, les documents de nomination ne précisent pas classés dans l'une ou l'autre des myprend 45 nominations en 1982 et 30 en 1983 à des postes qui ne sont pas classés dans l'une ou l'autre des catégories professionnelles. 36,088 100.0 100.0 011,81 0.001 646,61 0.001 330,01 0181c

2,340 23.2

2,310 11.6

0.001 888,88

13,987

16.2

100.0

0.0

Þ

0

2,324 100.0

2.61 844

1.91

018,8

<sup>d</sup>lstoT

• Saisonnier

# Nominations et modalité d'emploi

Temps partiel	661	1,212	1141	160	973,1	797,t
Temps plein	902'9	41,242	194,84	867,8	486,14	787,34
Période déterminée						
Totalb	121,01	42,012	52,140	170,8	32,931	900'68
• Saisonnier	£99	898	1,028	452	188	587
<ul> <li>Temps partiel</li> </ul>	192	315	209	168	324	267
niəlq sqməT •	992'6	41,334	t09'09	197'9	32,276	37,730
Période indéterminée						
Modalitė d'emploi	sl Á noitonoन eupilduq	nas uA sl eb notiono¬ eupilduq	₽lstoT	A la Fonction Foublique	nse nA se lab Fonction Fonction auplidue	BIBJOT
		1982			1983	
Nominations à et au sein d	de la Fonction put	l noles eupilo	a modalité o	er ,iolqmə'b	82 et 1983	

885,88 76,512 990'01 100,001 064,48 15,538 Grand totalo 67E Saisonnier 808 697 648 **7**49 Temps partiel 2,260 1,900 328 816,1 1,527 168 Temps plein 83,520 74,263 9,249 190,76 182,581 14,472 iolqm9'b Toutes les modalités

42,472

91

914,8

11

678,74

55

872,54

81

3,995

€68,74

72

<sup>a</sup>Dans 13 cas en 1982 at 10 en 1983, les documents de nomination ne précisent pas s'il s'agit d'une nomination à ou au sein de la Fonction publique.

L'addition de esc totaux ne correspond pas au grand total parce que, dans 8 cas en 1982 et 3 en 1983, les documents de nomination ne précisent pas la modalité d'emploi (période indéterminée ou déterminée).

<sup>C</sup>Dans 7 cas en 1982, les documents de nomination ne précisent pas la modalité d'emploi (temps plein, temps partiel ou saisonnier).

loutes les catégories°

Statut linguistique du poste Catégorie professionnelle .N Anglophones 1983 inguistique du poste et le groupe linguistique de l'employé, 1983 Répartition, en nombre et pourcentage, des employés selon la catégorie professionnelle, le statut Statut linguistique du poste, catégorie professionnelle et groupe linguistique

noitation	əuguiliB	869	2,046	9.47	2,744	2,744
	lstoT	629,84	285,582	32.6	112,69	£07,ea
	Anglais ou français	787,2	1,398	33.4	4,185	4,185
	Français	111	409,8	0.86	818,8	5,615
	sislgnA	36,770	1,544	1.4	41E,7E	418,78
§outien administratif	Bilingue	5,382	13,181	0.17	18,563	18,563
	lstoT	21,514	765,3	1.02	116'97	866,92
	Anglais ou français	1,095	302	21.9	1,402	1,402
	Français	07	870,1	⊅.96	811,1	811,1
	sislgnA	790,81	967	7.2	18,563	18,563
ensioindasi	Biling	787,t	868,8	5.39	081,8	081,8
	Total	39,230	161,81	2.9.2	166,33	149'99
	Anglais ou français	1,580	844	1.22	2,028	2,028
	Français	69	2,257	6.79	2,316	2,316
Skivice exterieur	sislgnA	<b>₽</b> 07,72	699	2.0	28,273	28,273
Administration et	Bilingue	8,848	12,471	5.83	21,319	21,319
	Total	17,458	4,814	21.6	22,272	22,484
	Anglais ou français	099	741	4.81	Z6Z	<u> </u>
	Français	24	687	0.79	£18	813
	sislgnA	17,217	254	2.0	12,531	12,531
setalisioèqe te seupititneio	Bilingue	899,8	809'8	6.84	971,7	971,7
	disto∓	301,8	194	7.91	798,£	798,E
	Anglais ou français	96	52	23.2	125	125
	Français	0	2	0.001	2	2
	sislgnA	879	6	4.1	<b>L</b> 99	<b>L</b> 99
noitea	Bilingue	2,181	878	7.62	2,859	2,859
Catégorie professionnelle	Statut linguistique du poste	'N	.N	%	francophones	FlstoT
					10	

ans 10, 108 cas, le statut linguistique du poste n'a pas été précisé. àddition des totaux ne correspond pas au grand total; la différence est de 40. Voir la note technique. omprend 211 employés dont le poste n'est pas classé dans l'une ou l'autre des six catégories professionnelles. 714,09 222,044 220,668 4.72 160,251 Grand total

8,173

155,425

295,55

32,274

1,962 891

126,72

405

s Approvisionnements et Services ources: Catégorie de la gestion; Système d'information des ressources de gestion; autres catégories: Ministère

Français

Anglais

Bilingue

Français

Anglais

IstoT

Anglais ou français

Anglais ou français

Anglophones

12,442

15,638

125,910

976'49

43,280

3,903

711'9

28,536

12,442

15,638

125,910

976'49

42,882

3,903

**7**/1'9

28,536

34.3

4.79

8.5

1.18

7.42

Z.64

1.79

2.2

4,269

15,236

3,485

186,384

10,608

176'1

909'9

919

Erancophones

Service correctionnel du Canada	1,932	32.3	686'9	66'9
Travaux publics	1,165	32.6	078,8	3,6
Justice	3	5.55	6	
Énergie, Mines et Ressources	78	9.55	292	52
Revenu national (Douanes et Accise, Impôt)	86	8.38	872	5.2
Affaires extérieures	04	1.68	641	31
Emploi et Immigration	58	42.0	69	
Musées nationaux du Canada	98	6.44	192	31
Archives publiques du Canada	91	44.4	38	
Statistique Canada	71	45.2	31	
Finances	₽ P	0.03	8	
Bibliothèque nationale du Canada	ļ.	0.03	2	
Agence d'examen de l'investissement étranger	ļ.	0.03	2	
Industrie et Commerce	S	9.33	6	
Ministères dont l'effectif est inférieur à 100 employés	33	6.73	49	3
Bureau du Conseil privé	6	0.09	31	3
Approvisionnements et Services	<b>⊅</b> 06	9.29	944,1	7t'l
Travail	2	7.88	3	
Commission de la Fonction publique	41	8.07	24	7,
Affaires des anciens combattants	733	2.08	<b>716</b>	6
Cour fédérale	6	8.18	11	
Secrétariat d'État du Canada	9	7.38	<b>L</b>	
Conseil du Trésor (Secrétariat)	ļ.	100.0	1	
Bureau du Commissaire aux langues officielles	ŀ	0.001	1	
Agence canadienne de développement international	2	0.001	2	
PipiteiniM	.N	%	et francophones	total de la catégorie
	Francopl	səuoy	səuoydolbuA	Effectif
Catégorie de l'exploitation et francophones Répartition, en nombre et pourcentage, des francopho ministère, 1983				
	0) 00 3000	inopôteo	aoitetiolave'l ob o	el doles

Source : Ministère des Approvisionnements et Services

007'04	700174			Employés assujettis à la Loi sur l'emploi dans la Fonction publiq
43,280	42,882	7.42	809,01	letoT
2	2	0.0	0	Solliciteur général
<u> </u>	ļ .	0.0	0	Office national de l'énergie
ŀ	ļ.	0.0	0	Conseil du Trésor (Bureau du Contrôleur général)
1	ļ	0.0	0	Commission nationale des libérations conditionnelles
£89	683	3.4	23	Pêches et Océans
329	340	5.3	81	Affaires indiennes et du Nord canadien
204	961	2.6	81	Commission canadienne des grains
813	694	12.0	85	Santé nationale et Bien-être social
7£9,1	1,625	12.9	210	Environnement
1,436	1,427	7.71	253	Agriculture
19,052	18,821	18.3	754,8	Défense nationale (civils)
07	04	20.0	71	Communications
375	478	7.12	18	Gendarmerie royale du Canadaª
677'9	624,29	22.6	1,225	Transports
32	35	8.18	10	Consommation et Corporations
966'9	686'9	32.3	1,932	Service correctionnel du Canada
109,6	078,8	32.6	1,165	Travaux publics
6	6	8.88	8	Justice
752	292	33.9	78	Energie, Mines et Ressources
872	872	35.3	86	Revenu national (Douanes et Accise, Impôt)
181	671	1.98	04	Affaires extérieures
04	69	42.0	58	Emploi et Immigration
195	192	44.3	98	Musées nationaux du Canada
98	98	לל'ל	91	Archives publiques du Canada
31	31	45.2	71	Statistique Canada
8	8	0.03	Þ	Finances
2	2	0.03	ŀ	Bibliothèque nationale du Canada
2	2	0.08	ļ.	Agence d'examen de l'investissement étranger
6	6	9.88	9	Industrie et Commerce
<u></u>	49	6.78	33	Ministères dont l'effectif est inférieur à 100 employés
22	91	0.09	6	Bureau du Conseil privé
677°L	977'	62.6	†06	Approvisionnements et Services
8	3	7.33	2	Travail
24	72	8.07	41	Commission de la Fonction publique
916	716	2.08	733	Affaires des anciens combattants
11	11	8.18	6	Cour tédérale
<u>L</u>	7	7.28	9	Secrétariat d'Etat du Canada
1	L L	0.001	Į.	Conseil du Trésor (Secrétariat)
-		0 001		(1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-

et rancophones catégorie

Anglophones Effectif et total de la

Catégorie du soutien administratif et francophones Répartition, en nombre et pourcentage, des francophones de la catégorie du soutien administratif selon le ministère, 1983

83

£07,ea	112,69	32.6	22,582	lstoT
103	98	0.0	0	Administration du rétablissement agricole des Prairies
96	96	8.7	L	Office de l'établissement agricole des anciens sombattants
721	150	6.8	10	Commission canadienne des grains
Lt	LÞ	1.61	6	Agence d'examen de l'investissement étranger
909'8	<b>\$09</b> '8	21.4	1,822	Oéfense nationale (civils)
1,435	114,1	21.6	308	Affaires indiennes et du Nord canadien
946	926	1.22	216	snaso te Océans
2,965	2,953	7.22	049	Gendarmerie royale du Canadaª
99	99	23.6	13	Separtement des Assurances
844,1	1,429	25.1	698	Travaux publics
1,633	1,620	25.4	114	Agriculture
213	212	25.5	79	Commission canadienne des pensions
3,721	199'8	6.72	1,022	Santé nationale et Bien-être social
Z09'6	109'6	6.82	2,775	Revenu national (Douanes et Accise, Impôt)
1,925	1,920	2.9.2	199	Environnement
1,265	1,255	2.62	<b>498</b>	Affaires des anciens combattants
3,245	3,232	29.62	996	ransports
124	124	8.62	48	Office national de l'énergie
1,233	1,229	32.5	668	Energie, Mines et Ressources
518,1	808,1	32.9	769	Affaires extérieures
69t,r	1,465	7.48	809	Service correctionnel du Canada
920	906	8.38	320	ndustrie et Commerce
12,280	12,232	0.88	804,4	Emploi et Immigration
320	350	1.88	122	ravail
100	86	8.88	38	Solliciteur général
920	813	8.85	201	Justice
129	929	8.04	561	snoitsations
4,752	107,4	3.04	906,1	Approvisionnements et Services
2,167	2,105	6.04	198	Statistique Canada
998	998	42.3	991	Archives publiques du Canada
891	891	6.44	04	Commission nationale des libérations conditionnelles
38	38	7.44		Sciences et Technologie
213	213	1.84	96	Musées nationaux du Canada
£43	£43	6.84	SO	Commission canadienne des droits de la personne
172	270	7.94	156	Commission canadienne des transports
273	273	7.84	132	inances
7E	78	0.08	71	Conseil du Trésor (Bureau du Contrôleur général)
218	218	6.03	111	Sibliothèque nationale du Canada
618	016	6.13	Z97	Consommation et Corporations
08	08	6.23	797	Cour fédérale
204	504	62.5	701	Conseil du Trésor (Secrétariat)
98	98	6.23	97	Oépartement d'État au Développement économique
197	977	6.33	246	Ministères dont l'effectif est inférieur à 100 employés
192	192	6.73	110	Bureau du Conseil privé
125	125	0.49	08	Conseil de la radiodiffusion et des télécommunications sanciennes
384	188	2.78	258	Agence canadienne de développement international
694	694	6.78	522	Commission de la Fonction publique
1,062	1,062	9.89	729	Secrétariat d'État du Canada
88	38	2.48	32	Bureau du Commissaire aux langues officielles
total de la catégorie	et francophones	%	.N	enéteiniM
Effectif	sənorqolgnA	səuo	Lıgucoby	

Source: Ministère des Approvisionnements et Services <sup>8</sup> Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

# Catégorie des techniciens et francophones

0.0 Conseil du Trésor (Bureau du Contrôleur général) 0.0 Commission nationale des libérations conditionnelles Commission canadienne des pensions Commission canadienne des droits de la personne 0.0 Bureau du Commissaire aux langues officielles 0.0 Agence d'examen de l'investissement étranger Þ Þ 0.0 390 S.4 11 Commission canadienne des grains 941 Pèches et Océans £96'1 1,962 6.8 392 198 12.2 Affaires indiennes et du Nord canadien セセ Gendarmerie royale du Canada 64 64 Office national de l'énergie 30 30 5.51 Þ Commission canadienne des transports 105 105 91 2,903 2,899 4.91 917 Environnement 148 148 6.91 52 Affaires extérieures Musées nationaux du Canada 1.71 セセ Santé nationale et Bien-être social 989 999 6.81 156 I ransports 979'8 919'8 2.91 1991 141,1 1,136 0.15 238 Ligyaux publics Défense nationale (civils) 2,832 2,825 0.15 269 919 919 1.15 130 Communications 740'L 23.0 546 Energie, Mines et Ressources 23.3 Agriculture 3,340 3,328 911 15 0.62 Conseil du Trésor (Secrétariat) Revenu national (Douanes et Accise, Impot) 1.75 19 **6.7**S カト aoiteul Consommation et Corporations 199 199 8:12 991 Solliciteur general 1 9.85 2 16 06 0.08 Service correctionnel du Canada 159 1.08 Approvisionnements et Services 37 32.4 Travail 3 8.88 Département d'Etat au Développement économique 38 38 3.4.2 Finances 8.48 Statistique Canada 273 268 Archives publiques du Canada 8.98 97 154 154 25 25 3.98 61 Bibliothèque nationale du Canada Industrie et Commerce 82 19 7.78 9.68 Emploi et immigration 9/ 91 30 67 87 7.14 Ministères dont l'effectif est inférieur à 100 employés Commission de la Fonction publique 92 15 5.83 télécommunications canadiennes Conseil de la radiodiffusion et des Bureau du Conseil privé 9 9 0.09 3 0.69 Affaires des anciens combattants Secrétariat d'Etat du Canada 17 6.39 Lt 81 7.99 Agence canadienne de développement international 81 francophones catégorie % 'N al eb latot səuoydojbuy Francophones Effectif Répartition, en nombre et pourcentage, des francophones de la catégorie des techniciens selon le

866'97

116'97

2

1.02

0.0

795,397

Source: Ministère des Approvisionnements et Services Employès assujettis à la Loi sur l'emploi dans la Fonction publique seulement

**Total** 

Sciences et l'echnologie Cour fédérale

Répartition, en nombre et pourcentage, des francophones de la catégorie de l'administration et du service exférieur selon le ministère, 1983 Catégorie de l'administration et du service extérieur et francophones

148,88	166,33	2.62	161,81	lstoT
34	15	S.8	2	Commission canadienne des grains
07	04	4.11	8	Office de l'établissement agricole des anciens combattants
611	811	6.11	71	Office national de l'énergie
69	69	9.81	11	Commission canadienne des pensions
808,1	٥٢٢,١	9.81	330	Affaires indiennes et du Nord canadien
168,1	688,1	9.61	698	Défense nationale (civils)
062	064	1.12	<b>491</b>	Péches et Océans
788	188	21.3	881	Affaires des anciens combattants
99	99	21.8	-15	Agence d'examen de l'investissement étranger
306	668	22.4	201	Agriculture
167'1	984,1	23.1	344	Travaux publics
12,422	12,414	24.1	886,2	Revenu national (Douanes et Accise, Impôt)
2,508	764,2	24.2	909	Transports
611	611	24.4	500	Département des Assurances
245	244	26.0	19	Gendarmerie royale du Canada <sup>a</sup>
596,1	246,1	26.1	887	Affaires extérieures
1,312		25.6	333	Industrie et Commerce
	1,299			Energie, Mines et Ressources
802	802	26.7	506 S2	Solliciteur général Épercie Mines et Bessources
66	26	25.8		
398	998	26.9	92	Travail
99	99	2.6.2	71	Commission canadienne des droits de la personne
989,1	279,1	1.72	463	Santé nationale et Bien-étre social
894,1	997'1	8.72	807	Environnement
23	23	28.3	91	Conseil du Trésor (Bureau du Contrôleur général)
698	698	28.4	102	Conseil du Trésor (Secrétariat)
25	25	8.85	15	Sciences et Technologie
198,8	098,8	6.82	026	Approvisionnements et Services
87	87	29.62	23	Departement d'État au Développement économique
11,942	826,11	7.15	3,777	Emploi et Immigration
687,1	887,1	1.28	<b>₽</b> 79	Service correctionnel du Canada
89	89	32.8	61	Bibliothèque nationale du Canada
220	220	3.2.	57	Commission canadienne des transports
994	753	8.48	258	Statistique Canada
530	530	8.48	64	Musées nationaux du Canada
135	135	34.8	<b>4</b>	Archives publiques du Canada
699	699	0.98	241	Consommation et Corporations
267	167	6.98	181	Communications
28	28	8.78	31	Commission nationale des libérations conditionnelles
180	641	3.85	69	Finances
69	69	42.4	52	Cour fédérale
500	208	42.8	68	Ministères dont l'effectif est inférieur à 100 employés
72	04	42.9	30	Bureau du Conseil privé
901	105	1.74	87	Justice
207	506	8.84	100	Conseil de la radiodiffusion et des télécommunications canadiennes
919	515	7.84	561	Agence canadienne de développement international
802	802	6.64	007	Commission de la Fonction publique
04	04	0.07	67	Bureau du Commissaire aux langues officielles
906'1	906,1	9.07	1,344	Secrétariat d'Etat du Canada
total de la catégorie	et francophones	%	.N	Ministère
Effectif	səuoydolgnA		Francoph	

Source: Ministère des Approvisionnements et Services <sup>a</sup>Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

Catégorie des scientifiques et spécialistes et francophones Répartition, en nombre et pourcentage, des francophones de la catégorie des scientifiques et spécialistes selon le ministère, 1983

22,484	22,272	21.6	4,814	Total
Į.	ļ	0.0	0	Office de l'établissement agricole des anciens combattants
Į.	ļ	0.0	0	Commission nationale des libérations conditionnelles
56	53	0.0	0	Commission canadienne des grains
9	9	0.0	0	Commission canadienne des droits de la personne
Į.	ţ	0.0	0	Bureau du Commissaire aux langues officielles
9	9	0.0	0	Agence d'examen de l'investissement étranger
1/8	97	0.0	0	Administration du rétablissement agricole des Prairies
\$00°L	100,1	T.T	LL	Pêches et Océans
1,750	879,1	8.8	741	Affaires indiennes et du Nord canadien
EE 33	33	1.6	3	Commission canadienne des pensions
18	18	7.6	3	Conseil du Trésor (Secrétariat)
99	09	10.0	9	Affaires extérieures
<u></u>	<u> </u>	10.3	10	Musées nationaux du Canada
142	140	4.11	91	Office national de l'énergie
35	32	12.5	7	Solliciteur général
1,340	1,338	13.5	180	Energie, Mines et Ressources
986,1	416,1	1.31	301	Santé nationale et Bien-être social
9	9	7.91	ŀ	Sciences et Technologie
9	9	7.91	Į.	Bureau du Conseil privé
38	98	1.71	9	telecommunications canadiennes
20	30			Conseil de la radiodiffusion et des
19	13	9.71	6	Travail
979	889	18.2	911	Travaux publics
2,374	178,2	3.81	438	Environnement
538	238	18.5	77	Consommation et Corporations
834	188	19.3	160	Transports
2,105	2,095	3.61	807	Agriculture
098	390	7.91	17	Communica+ions
598	588	20.5	99	Finances
23	89	20.6	カレ	Ministères dont l'effectif est inférieur à 100 employés
38	38	1.12	8	Département d'État au Développement économique
991	156	8.12	34	Commission canadienne des transports
207	207	7.22	Lt	Bibliothèque nationale du Canada
2,808	2,807	24.0	<b>7</b> 29	Revenu national (Douanes et Accise, Impôt)
24	24	25.0	9	Gendarmerie royale du Canadaª
<b>797</b>	752	26.5	192	Statistique Canada
632	632	56.9	191	Justice
104	104	26.0	72	Archives publiques du Canada
232	232	7.92	85	Approvisionnements et Services
712	117	6.92	191	Service correctionnel du Canada
697,1	1,763	1.72	774	Défense nationale (civils)
500	661	1.62	89	Emploi et Immigration
94	97	5.55	52	Industrie et Commerce
18	81	6.88	L	Département des Assurances
07	04	7.84	32	Agence canadienne de développement international
<del></del>	Þ	0.03	2	Conseil du Trésor (Bureau du Contrôleur général)
53	53	5.23	12	Secrétariat d'État du Canada
878	373	2.33	506	Affaires des anciens combattants
689	889	7.87	521	Commission de la Fonction publique
catégorie	francophones	%	.N	Ministère
Effectif total de la	sənorqolgnA tə	səuot	Francopt	

Source: Ministère des Approvisionnements et Services Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

# Catégorie de la gestion et francophones

Répartition, en nombre et pourcentage, des francophones de la catégorie de la gestion selon le ministère, 1983

798,8	7.91	197	Total
23	0.0	0	Office national de l'énergie
L	0.0	0	Département des Assurances
ŀ	0.0	0	Cour fédérale
Ļ	0.0	0	Commission canadienne des pensions
9	0.0	0	Commission canadienne des grains
L	0.0	0	Bibliothèque nationale du Canada
191	B.7	12	Énergie, Mines et Ressources
38	3.01	t	Commission canadienne des transports
126	11.11	14	Defense nationale (civils)
116	11.2	13	Pêches et Océans
04	4.11	8	Finances
23	12.3	6	Conseil du Trésor (Bureau du Contrôleur général)
148	12.8	61	Agriculture
672	13.3	28	Environnement
91	13.3	S	Agence d'examen de l'investissement étranger
LL	9.21	12	Statistique Canada
972	6.81	<b>ヤヤ</b>	Transports
128	16.4	12	Travaux publics
971	16.4	72	Affaires indiennes et du Nord canadien
09	7.91	01	Bureau du Conseil privé
Z71	0.71	52	Santé nationale et Bien-être social
220	7.71	68	Approvisionnements et Services
ZZ	5.81	9	Affaires des anciens combattants
991	6.61	33	Affaires extérieures
24	8.02	9	Musées nationaux du Canada
61	21.1	<del>-</del>	Solliciteur général
61	1.12	†	Sciences et Technologie
88	2.12	<u></u>	Travail
771	22.0	68	Conseil du Trésor (Secrétariat)
208	1.22	97	Revenu national (Douanes et Accise, Impôt)
81	2.22	<i>b</i>	Archives publiques du Canada
222	22.5 0.00	09	Expansion industrielle régionale
86	23.55	23	Communications
52	24.0	9	canadiennes
30	0 76	9	Conseil de la radiodiffusion et des télécommunications
17	24,4	10	Département d'État au Développement économique
79	25.0	91	Consommation et Corporations
8	25.0	2	Commission nationale des libérations conditionnelles
761	29.4	89	Emploi et Immigration
†9	7.62	61	Ministère dont l'effectif est inférieur à 100 employés
99	8.08	20	Service correctionnel du Canada
901	36.2	38	Agence canadienne de développement international
11	36.4	7	Commission des relations de travail dans la Fonction publique
G	0.04	2	Commission canadienne des droifs de la personne
89	0.94	67	Commission de la Fonction publique
19	1.74	24	
91			Secrétariat d'État du Canada
21 	0.03	8	Justice
7	6.67	++	Bureau du Commissaire aux langues officielles
catégorie	0.001	, P. 1	Gendarmerie royale du Canada <sup>a</sup>
fotal de la eigopétes	%	.N	enére
Effectif	Francophones		

a Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

Catégorie de l'exploitation et femmes Répartition, en nombre et pourcentage, des femmes de la catégorie de l'exploitation selon le ministère, 1983

43,280	12.3	5,322	Total
ε	0.0	0	Travail
3.1	0.0	0	Statistique Canada
2	0.0	0	Solliciteur général
L	0.0	0	Secrétariat d'État du Canada
1	0.0	0	Office national de l'énergie
6	0.0	0	Justice
8	0.0	0	Finances
32	0.0	0	Consommation et Corporations
1	0.0	0	Conseil du Trésor (Secrétariat)
Į.	0.0	0	Conseil du Trésor (Bureau du Contrôleur général)
1	0.0	0	Commission nationale des libérations conditionnelles
ŀ	0.0	0	Bureau du Commissaire aux langues officielles
98	0.0	0	Archives publiques du Canada
2	0.0	0	Agence d'examen de l'investissement étranger
2	0.0	0	Agence canadienne de développement international
292	4.0	ļ.	Energie, Mines et Ressources
677'S	1.2	69	Transports
02	1.4	ļ.	Communications
181	7.1	3	Affaires extérieures
889	3.2	22	Pêches et Océans
54	2.4	ļ.	Commission de la Fonction publique
204	4.8	11	Commission canadienne des grains
966'9	1.9	998	Service correctionnel du Canada
984,1	8.9	<u> </u>	Agriculture
872	9.7	51	Revenu national (Douanes et Accise, Impôt)
ZE9'1	0.8	131	Environnement
192	8.3	91	Musées nationaux du Canada
109,8	9.01	382	Travaux publics
6	11.11	ļ.	Industrie et Commerce
04	14.3	01	Emploi et Immigration
19,062	9.41	2,765	Défense nationale (civils)
F F	18.2	2	Cour fédérale
<b>Z</b> 9	1.12	12	Ministères dont l'effectif est inférieur à 100 employés
375	7.52	68	Gendarmerie royale du Canada⁵
644,1	7.82	917	Approvisionnements et Services
22	8.18	L	Bureau du Conseil privé
698	8.48	125	Affaires indiennes et du Nord canadien
916	36.5	334	Affaires des anciens combattants
7	0.03	Į.	Bibliothèque nationale du Canada
813	7.48	977	Santé nationale et Bien-être social
total de la einogèteo	%	.N	өзіştеіліМ
Effectif	SƏL	Femm	

Source : Ministère des Approvisionnements et Services

Catégorie du soutien administratif et femmes Répartition, en nombre et pourcentage, des femmes de la catégorie du soutien administratif selon le ministère, 1983

£07,ea	4.28	57,430	Total
998	7.73	112	Archives publiques du Canada
£18,1	2.89	1,237	Affaires extérieures
38	1,17	72	Bureau du Commissaire aux langues officielles
08	72.5	89	Cour fédérale
192	5.87	971	Bureau du Conseil privé
2,167	9.87	689,t	Statistique Canada
4,752	5.97	3,627	Approvisionnements et Services
1,265	8.77	086	Affaires des anciens combattants
218	6.87	172	Bibliothèque nationale du Canada
99	0.08	ヤヤ	Département des Assurances
172	4.08	218	Commission canadienne des transports
1,233	0.18	666	Énergie, Mines et Ressources
213	2.18	173	Commission canadienne des pensions
96	8.18	87	Office de l'établissement agricole des anciens combattants
Z09'6	4.18	7,820	Revenu national (Douanes et Accise, Impôt)
£4	4.18	32	Commission canadienne des droits de la personne
844,1	2.18	1,180	Travaux publics
197	9.18	978	Ministères dont l'effectif est inférieur à 100 employés
618	9.18	977	Consommation et Corporations
909'8	7.18	1,60,7	Défense nationale (civils)
3,245	0.28	2,660	Transports
1,926	0.58	865,1	Environnement
127,8	83.3	860'8	Santé nationale et Bien-être social
12,280	4.88	10,238	Emploi et Immigration
204	84.3	172	Conseil du Trésor (Secrétariat)
273	9.48	531	Finances
126	8.48	901	canadiennes
			Conseil de la radiodiffusion et des télécommunications
127	0.88	108	Commission canadienne des grains
78	8.38	58	Conseil du Trésor (Bureau du Contrôleur général)
384	7.28	359	Agence canadienne de développement international
124	8.38	101	Office national de l'énergie
1,633	8.38	601,1	Agriculture
158	7.38	137	Commission nationale des libérations conditionnelles
38	8.98	33	Sciences et Technologie
100	0.78	78	Solliciteur général
621	0.78	079	Communications
350	2.78	672	Travail
213	8.78	186	Musées nationaux du Canada
694	6.78	929	Commission de la Fonction publique
946	1.88	098	Pêches et Océans
697'1	9.88	1,302	Service correctionnel du Canada
920	9.88	815	Industrie et Commerce
1,435	7.88	1,273	Affaires indiennes et du Nord canadien
98	p.68	94	Département d'Etat au Développement économique
1,062	9.68	396	Secrétariat d'Etat du Canada
103	5.19	<b>7</b> 6	Administration du rétablissement agricole des Prairies
2,955	6.16	2,715	Gendarmerie royale du Canada <sup>a</sup>
920	9.26	187	Justice
<u>Z</u>	9.86	77	Agence d'examen de l'investissement étranger
total de la einogétao	%	.N	ərətziniM
Fffectif	SE	Femme	

Source: Ministère des Approvisionnements et Services a Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

#### **et useidsT**

pourcentage, des femmes de la catégorie des techniciens Catégorie des techniciens et femmes

	1983	.919tei	inim 91	nola
4	ia aidii	юш на	'HOIII	reda

3,283 12.2 sletti à la Loi sur l'emploi dans la Fonction publique seulement	lstol
	Cour fédéral
	Sommunica
426 4.9	
	ransports
ionale (civils) 145 5.1	
	ravaux pub
ion et Corporations 47 8.4	
	O te sencé
canadienne des transports 11.8	
0.ht 16 (Douanes et Accise, Impôt)	
5.41 T3 T4.6	
8.41 931 14.8	
Services 15.2	noisivo₁qq <i>A</i>
9.91 888	Agriculture
9.91 9S 29 19.6	Affaires exté
8.61 81 81 8.8	Service corre
s 25.0 s 25.0 s 26.0 s 26.0 s 26.0 s 26.0	si eb lieznoC senneibanas
ennes et du Nord canadien 95 26.0	Affaires indie
ont l'effectif est inférieur à 100 employés 13 26.5	Ministères d
o.00 9 30.0	Office nation
1.15 08 31.1	vitsn seésulv
Commerce 20 32.3	ndustrie et (
de la Fonction publique	noissimmoC
bliques du Canada 46 37.1	Archives pul
e royale du Canada <sup>8</sup> 30 38.0	Sendarmerie
S.8E 6S 28.2	ml tə iolqm
9.95	-inances
5 40.0 S vivé S	Sureau du C
8.14 882 Sign 41.8	
	Statistique C
4.44 8 lanoitament international 8	
9.84 81	Travail
résor (Secrétariat) 6 50.0	T ub liesno
anciens combattants 71 63.0	
of 6-72 au Développement économique	
30 73.2	
38 74.5	Justice
e.a7 04 sbanaO ub alanoitan a	
	Solliciteur ge
Technologie 2 100.0	
résor (Bureau du Contrôleur général) 100.0	
nationale des libérations conditionnelles 2 100.0	
0.001 † 2000 1000 1000 1000 1000 1000 1000	
kamen de l'investissement étranger	
% 'N 	Ainistère
Femmes	

#### 7-11-1-1-1-1

Catégorie de l'administration et du service extérieur et femmes Répartition, en nombre et pourcentage, des femmes de la catégorie de l'administration et du service extérieur selon le ministère, 1983

97

148,88	7.55	18,703	Total				
07	7.81	11	Office de l'établissement agricole des anciens combattants				
1,963	9.71	343	Affaires extérieures				
1,312	21.3	280	Industrie et Commerce				
168,1	22.3	421	Défense nationale (civils)				
687,1	22.4	007	Service correctionnel du Canada				
611	7.22	72	partement des Assurances				
34	23.5	8	Commission canadienne des grains				
167'1	24.4	798	Travaux publics				
99	26.5	71	Agence d'examen de l'investissement étranger				
064	1.72	214	Pêches et Océans				
611	5.85	34	Office national de l'énergie				
			Sciences et Technologie				
29	28.8	91	Archives publiques du Canada				
132	28.9	68	Agriculture				
306	2.9.2	593					
12,422	8.62	107,8	Revenu national (Douanes et Accise, Impôt)				
398	1.08	701	Itavail				
550	6.08	89	Commission canadienne des transports				
198,8	3.12	640,1	seoivied te stinemenneivorgeA				
2,508	5.15	387	Transports				
894,1	4.16	197	Tingino mement				
202	8.88	02	Conseil de la radiodiffusion et des télécommunications canadiennes				
<u>788</u>	34.0	305	Affaires des anciens combattants				
919	1.35	181	Agence canadienne de développement international				
208	35.2	282	Energie, Mines et Ressources				
994	35.3	792	Statistique Canada				
		236	Consommation et Corporations				
699 69	5.75 5.35	22	Commission canadienne des pensions				
808,1		949	Affaires indiennes et du Nord canadien				
	9.08	929	Conseil du Trésor (Secrétariat)				
698			Conseil du Trésor (Bureau du Contrôleur général)				
24.011.1	9.68	12					
11,942	8.68	787,4	Emploi et Immigration				
867	9.14	505	Communications				
66	43.4	43	Solliciteur général				
69	1.44	56	Cour fédérale				
802	0.84	198	Commission de la Fonction publique				
180	7.94	78	Finances				
989,t	0.74	864	Santé nationale et Bien-être social				
07	1.74	33	Bureau du Commissaire aux langues officielles				
28	0.08	17	Commission nationale des libérations conditionnelles				
245	5.03	123	Gendarmerie royale du Canada <sup>a</sup>				
901	4.13	79	Justice				
89	7.13	30	Bibliothèque nationale du Canada				
906'1	9.23	1,002	Secrétariat d'État du Canada				
209	9.23	011	Ministères dont l'effectif est inférieur à 100 employés				
87	9.23	17	Département d'État au Développement économique				
230	5.68	123	sbanaO ub xuanoitan seesuM				
99	8.63	38	Commission canadienne des droits de la personne				
72	6.93	14	Bureau du Conseil privé				
total de la catégorie	%	.N	 919teiniM				
Effectif		Femmes					

a Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

### Catégorie des scientifiques et spécialistes et femmes

Répartition, en nombre et pourcentage, des femmes de la catégorie des scientifiques et spécialistes selon le ministère, 1983

lsto	5,113	7.22	22,484
répartement des Assurances	0	0.0	81
dministration du rétablissement agricole des Prairies	3	9.8	78
snoitsainumno	91	4.4	360
ravaux publics	32	0.8	979
evenu national (Douanes et Accise, Impôt)	961	0.7	2,808
gence canadienne de développement international	g	1.7	04
ransports	1.Z	8.5	#£8
pprovisionnements et Services	50	9.8	232
nvironnement	530	7.6	2,374
êches et Océans	86	8.6	<b>₽</b> 00'l
nergie, Mines et Ressources	151	5.11	1,340
griculture	241	4.11	2,105
ommission canadienne des grains	3	3.11	 9Z
onseil du Trésor (Secrétariat)	7	12.9	18
onsommation et Corporations	3.1	0.81	
ifice national de l'énergie	61	13.4	142
ravail	<u></u>	13.7	19
səuqiennes	9	14.3	98
onseil de la radiodiffusion et des télécommunications			
onstrie et Commerce	11	14.5	94
ommission canadienne des transports	53	7.41	126
épartement d'État au Développement économique	9	15.8	88
ciences et Technologie	ļ	7.91	9
ureau du Conseil privé	1	7.91	9
gence d'examen de l'investissement étranger	ļ	1.91	9
ommission canadienne des pensions	9	18.2	 EE
éfense nationale (civils)	345	3.61	697,1
inances	99	20.9	568
moloi et Immigration	43	21.5	500
tatistique Canada	182	24.5	†9L
linistères dont l'effectif est inférieur à 100 employés	81	7.42	£7
onseil du Trésor (Bureau du Contrôleur général)	1	25.0	<i>t</i>
natice	991	26.3	632
rchives publiques du Canada	35	8.08	±01
.ffaires exférieures	<u></u>	9.08	99
olliciteur général	10	8.18	35
ecrétariat d'Etat du Canada	8	3.4.8	53
fusées nationaux du Canada	34	1.35	<u></u>
endarmerie royale du Canada <sup>a</sup>	01	7.14	
ervice correctionnel du Canada	310	43.5	712
ffaires indiennes et du Nord canadien	964	9.84	097,1
anté nationale et Bien-être social	380,1	9.48	986,1
ommission de la Fonction publique	168	7.93	689
ommission canadienne des droits de la personne	3	0.09	9
ibliothèque nationale du Canada	141	1.89	207
faires des anciens combattants	278	73.5	878
iffice de l'établissement agricole des anciens combattants	L	0.001	l
ommission nationale des libérations conditionnelles	1	0.001	Ī.
ureau du Commissaire aux langues officielles	1	0.001	ļ.
linistère	.N	%	catégorie
	. 4	/0	total de la

Source : Ministère des Approvisionnements et Services

Catégorie de la gestion et femmes Répartition, en nombre et pourcentage, des femmes de la catégorie de la gestion selon le ministère, 1983

letoT	227	6.8	798,E
Solliciteur général	0	0.0	61
Office national de l'énergie	0	0.0	23
Gendarmerie royale du Canadaª	0	0.0	1
Département des Assurances	0	0.0	L
Cour fédérale	0	0.0	ļ.
Commission des relations de travail dans la Fonction publique	0	0.0	11
Commission canadienne des transports	0	0.0	38
Commission canadienne des grains	0	0.0	9
Agence d'examen de l'investissement étranger	0	0.0	91
Travaux publics	ŀ	8.0	128
Défense nationale (civils)	ļ	8.0	156
Pêches et Océans	ŀ	6.0	911
Agriculture	2	4.1	148
Environnement	9	2.2	67S
Approvisionnements et Services	S	2.3	220
Revenu national (Douanes et Accise, Impôt)	9	2.4	208
Transports	8	2.9	972
Atfaires extérieures	S	0.6	991
Énergie, Mines et Ressources	9	1.8	191
Expansion industrielle régionale	L	3.8	222
Affaires des anciens combattants	ļ.	7.5	ZZ
Conseil de la radiodiffusion et des télécommunications canadiennes	ļ	0.4	SZ
Musées nationaux du Canada	1	4.2	54
Finances	ε	4.3	04
Conseil du Trésor (Bureau du Contrôleur général)	7	6.8	23
Affaires indiennes et du Nord canadien	8	6.8	971
Archives publiques du Canada	ļ.	9.8	81
Service correctionnel du Canada	7	2.9	99
Statistique Canada	g	6.8	LL
Agence canadienne de développement international		7.9	901
Emploi et Immigration	71	1.7	761
Consommation et Corporations	9	8.7	79
Communications	8	2.8	86
Sciences et Technologie	2	3.01	61
Secretariat d'Etat du Canada	9	8.11	19
Santé nationale et Bien-être social	81	12.2	Z71
Justice	7	12.5	91
Commission nationale des libérations conditionnelles	L	12.5	8
Ministère dont l'effectif est inférieur à 100 employés	10	9.81	<del>7</del> 9
Conseil du Trésor (Secrétariat)	28	8.21	771
Département d'Etat au Développement économique	7	1.71	17
Commission de la Fonction publique	11	8.71	89
Travail	9	2.81	33
Bureau du Commissaire aux langues officielles	8	20.0	91
Bureau du Conseil privé	6l	7.18	09
Commission canadienne des droits de la personne	2	0.04	g
Bibliothèque nationale du Canada	8	42.9	<u></u>
Commission canadienne des pensions	- L	0.001	
Ministère	.N	%	categorie
- exétaicit.			al eb latot
	шә∃	səw	Effectif

Source : Système d'information des ressources de gestion a Employés assujettis à la Loi sur l'emploi dans la Fonction publique seulement

Grand total

Répartition, en nombre et pourcentage, des employés selon la catégorie professionnelle et le lieu Catégorie professionnelle et lieu de travail

Grand total <sup>b</sup>	72,042	150,540	9.79	222,582	72,150	149,894	6.78	555
Exploitation	975,8	38,892	6.78	44,267	5,216	490,88	6.78	43
Soutien administratif	186,85	968,64	0.29	737,07	26,263	43,440	62.3	69
Total (catégories d'agents)	769,65	507,78	1.89	107,342	40,505	68,345	8.28	801
Techniciens	152,75 6.37 747,02 478,9		128,72	609'9	20,489	6.87	SE	
Administration et service extérieur	21,734	32,450	6.63	181,184	22,304	33,237	8.63	99
Scientifiques et spécialistes	088,8	13,617	6.08	764,22	8,928	13,556	6.09	55
#noitseD	2,396	677	24.5	371,6	2,861	1,006	26.0	3
Catégorie professionnelle	.N	.N	%	IstoT	.N	.N	%	
	Aegion de la sapitale alsnoitsn	zueil els			Région de la capitale nationale	sentuA xueil svent eb		
	1985					1983		

note technique. aL'addition des totaux ne correspond pas au grand total; la différence est de 165 en 1982 et de 40 en 1983. Voir la

catégories professionnelles. Domprend 216 employés en 1982 et 211 en 1983 dont le poste n'est pas classé dans l'une ou l'autre des six

Sources : Catégorie de la gestion : Système d'information des ressources de gestion; autres catégories : Ministère des Approvisionnements et Services

# Tableau 15

#### catégorie de la gestion, selon le groupe et niveau, 1982 et 1983 Répartition, en nombre et pourcentage, des femmes, des francophones et des autochtones de la Catégorie de la gestion et femmes, francophones et autochtones

		3	861						2	198						
113	səuot	Autocht	Francophones		nmes Fran		hitoetia Istot	səuc	Autochtones		Francophones		Fernn			
catég	%	,N	%	'N	%	.N	de la catégorie	%	.N	%	.N	%	.N	Groupe et niveau		
	0.0	0	23.4	81	£.1	Ļ	23	0.0	0	1.62	15	3.1	Ļ	EX 2s		
	8.0	Ļ	21.6	97	8.8	12	193	6.0	ŀ	8.22	ヤヤ	7.4	6	EX ¢		
	4.0	2	2.22	108	2.5	15	197	S.0	1	7.12	86	0.2	6	EX 3		
	2.0	Į.	20.3	125	0.8	32	899	S.0	ŀ	3.81	901	3.3	18	EX S		
	8.0	<sub>7</sub>	22.2	891	4.7	99	699	2.0	l.	7.12	144	1.7	LΦ	EX 1		
	0.0	0	7.35	9	0.0	0	50	0.0	0	40.0	8	0.8	ļ	SX (non transposés)		
7	4.0	8	7.15	697	6.8	811	896'1	2.0	Þ	0.12	<b>DID</b>	0.8	86	Total		
ţ	6.0	6	1.71	292	4.8	109	1,207	8.0	9	6.91	204	1.9	ÞΔ	MS		

6.0 10

4.0 41 7.61

194

5.9 722

3,175

Source : Système d'information des ressources de gestion <sup>a</sup>Comprend, en 1982, 8 cadres de direction désignés GX et 9 en 1983. A ce titre, ils ont droit au salaire de DM-1

172 5.4

819

5.61

2	Pletot bns12	161,550	660'69	8.82	220,649	282,582	160,251	714,08	4.72	220,668	222,044
Ţ	□ Total	33,143	10,726	24.5	698,64	44,267	32,274	10,608	7.42	42,882	43,280
S	Services hospitaliers (HS)	661,1	813	4.04	2,012	2,056	998	772	4.74	1,628	1,665
S	Services divers (GS)	474,8	2,752	24.5	11,226	756 , F F	788,8	2,729	7.42	990,11	11,233
S	Services d'imprimerie (PR)	877	997	1.69	1,213	1,216	429	157	9.89	081,1	1,182
S	Services correctionnels (CX)	2,919	674,1	9.88	868,4	104,401	3,030	067'1	0.68	4,520	4,523
4	Réparation de navires (SR)	2,386	33	4.1	2,419	2,514	2,304	78	9.r	2,341	2,376
4	Pompiers (FR)	1,236	505	14.2	1,441	ן, לקל	1,234	210	14.5	ן 'ללל	1,448
	Manœuvres et hommes de métier (GL)	12,373	867,8	23.5	16,172	16,290	12,060	197,8	23.9	15,851	15,988
5	Gardiens de phare (LI)	<b>49ε</b>	35	7.8	402	907	968	98	4.8	431	184
- -	Équipage de navires (SC)	078,1	148	4.81	2,211	2,218	1,830	332	15.5	2,165	171,2
	Chauffage, force motrice et opération de machines fixes (HP)	178,1	203	2.1.2	2,374	2,384	66Z,1	784	20.3	2,256	2,263
L	IstoT	397,74	22,294	8.1.8	690'04	787,07	46,629	285,582	32.6	112,93	£07,ea
Ī	Traitement des données (DA)	2,375	<b>Z68</b>	4.72	3,272	138,8	2,328	988	27.5	3,213	3,256
	Secrétariat, sténographie, dactylographie (ST)	728,6	4,933	1.48	14,460	14,558	191,6	670'9	3.35.5	14,183	14,273
N	Mécanographie (OE)	182	150	8.48	431	174	279	671	8.48	428	438
5	Communications (CM)	805	<b>191</b>	7.12	694	273	269	171	22.4	897	794
	Commis aux écritures et aux règlements (CR)	34,980	741,81	9.15	121,127	459,13	34,276	16,348	32.3	50,624	276,03
Ţ	Total	21,792	5,384	8.61	27,176	125,72	21,514	765,8	1.02	116'97	866'97
	Techniciens divers (GT)	2,207	619	0.61	2,726	2,737	2,269	609	18.3	2,778	287,2
	Soutien technologique et scientifique (EG)	192,9	1,298	2.71	699,7	909'∠	170,8	1,282	4.71	838,7	366,7
S	Soutien des sciences sociales (SI)	677'1	909	29.62	2,055	2,060	1,462	809	4.62	2,070	2,075
S	Soutien de l'enseignement (EU)	69	L	9.01	99	94	89	9	<b>7</b> .6	79	<b>Z</b> 9
_ 	Radiotélégraphie (PR)	780,1	861	8.21	1,255	1,263	1,037	190	8.81	1,227	1,227
4	Photographie (PY)	911	98	7.62	152	153	Z01	32	24.6	142	142
5	Officiers de navire (SO)	1,142	293	20.4	1,435	1,439	1,153	108	7.02	1,454	1,457
V	(OA) ənnəinəs noitsgivsN	977	18	15.4	979	527	437	88	8.91	979	929
1	Inspection technique (TI)	1,057	333	24.0	1,390	1,393	1,086	398	24.6	1,44,1	1,443
	Inspection des produits primaires (PI)	2,100	229	24.4	2,777	2,810	2,030	889	2.6.2	2,713	2,726
9	Électronique (EL)	2,478	629	2.02	3,107	3,111	2,434	989	7.02	690'8	3,072
	Dessin et illustration (DD)	175,1	868	22.3	₹92°F	677,†	1,380	907	7.22	1,785	964,1
	Contrôle de la circulation aérienne (AI)	2,050	314	5.51	2,364	2,367	1,990	300	13.1	2,290	2,290
	Groupe professionnel	.N	.N	%	franco-	Totala	.N	'N	%	franco-	elstoT
		-olgnA sənoriq	Francop	səuoy	-olgnA sənodq fə		-olgnA senodq	Erancop	səuoyo	-olgnA sənoriq fə	
				1982					1983		

1,933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employé n'a pas été précisée. Voir la

difference est de 165 en 1982 et 40 en 1983. Voir la

rechnique. 1 cas en 1982, les documents de paye ne précisent pas le groupe de l'employé. Prend 2 16 employés en 1982 et 211 en 1983 dont le poste n'est pas classé dans l'une ou l'autre des six gones professionnelles.

ces : Catégorie de la gestion : Système d'information des ressources de gestion; autres catégories : Ministère

Et useldsT

IstoT

		OlogA			-olgnA		-olog A			-olgnA	
Satégorie	Groupe	səuoyd -olgnA	Francopl		phones et franco-	-	-olgnA sənodq	Francop		phones et franco-	
orofessionnelle	professionnel	N.	.N	%	səuoyd	*lstoT	.N	.N	%	sauoyd	1911
noitea£	Direction (EX)	1,554	717	21.0	896,1	896,1	689,r	697	7.12	2,158	GI.
	Gestion supérieure (SM)  Total <sup>b</sup>	1,003	204	6.91 <b>2.91</b>	1,207	1,207	301,8	292	7.71	<b>₹98,5</b>	968
te seupititneios	Actuariat (AC)	2, <b>557</b>	12	0.03	571,5	24	001 'C	6	0.84	02	Ofc
spécialistes et	Agriculture (AG)	248	89	0.00	908	908	240	<b>7</b> 9	4.81	594	00
	Architecture et urbanisme (AR)	167	72	8.61	363	392	279	77	21.0	323	9 <u>T</u>
	Art dentaire (DE)	77	8	4.81	925	69	43	9	12.2	67	G G
	Bibliothéconomie (LS)	415	109	8.02	524	959	714	011	20.9	728	28
	Chimie (CH)	323	09	12.4	403	704	339	99	2.41	368	6
	(AL) fiord	109	871	2.92	629	989	818	781	26.5	904	0.
	Économie, sociologie et statistique	100	0.11								6
	(ES)	798,t	097	8.61	2,327	2,357	078,1	767	8.02	2,362	715
	(D3) tnemengiesn3	1,642	986	3.75	2,628	2,795	£17,1	926	8.38	2,688	5.2
	Enseignement universitaire (UT)	741	96	8.98	242	523	145	66	9.04	244	D
	Ergothérapie et physiothérapie (OP)	34	Þ	3.01	38	88	50	9	1.62	56	2
	Génie et arpentage (EU)	2,285	434	6.31	2,716	2,757	2,364	084	6.91	2,844	22
	(AM) səupitsmədtsM	111	24	0.71	141	141	811	58	7.91	741	t i
	Médecine (MD)	243	69	3.61	305	908	234	69	1.02	593	0
	Médecine vétérinaire (VS)	431	171	28.4	805	119	421	183	8.08	<b>†</b> 09	9
	Météorologie (TM)	<b>ヤヤヤ</b>	111	20.0	999	<b>7</b> 88	431	153	2.22	799	9
	Pharmacie (PH)	68	81	3.15	<b>Z</b> 9	89	34	50	0.78	79	9
	Psychologie (PS)	99	32	32.7	86	86	89	31	8.18	66	6
	Recherche historique (HR)	761	88	29.6	280	281	202	94	27.3	278	7
	Recherche scientifique (SE)	1,882	671	£.7	2,031	2,043	1,892	153	3.7 	2,045	26
	Réglementation scientifique (SG)	778	66	20.8	927	947	362	66	21.5	197	9
	Sciences biologiques (BI)	988	136	6.61	1,022	1,029	006	142	13.6	1,042	t L
	Sciences domestiques (HE)	48	13	26.0	09	09	72	91	7.35	42	-
	Sciences forestières (FO)	16	200	8.81	211	711	<b>⊅0</b> I	72	20.6	131	6
	Sciences infirmières (NU)	1,322	962	2.81	Z6Z	763,1	1,173	323	5.15	967,1	t'l
	Sciences physiques (PC)	702	96	6.11	Z6Z	664	721	105	12.7	928	\$
	(DS)  (DS)	452	911	20.3	<b>L99</b>	<b>L99</b>	097	120	1.15	078	4
	Service social (SW)	811	33	6.15	151	154	011	33	1.62	143	1
	Vérification (AU)	2,269	735	24.5	3,004	3,007	2,252	728	24.4	2,980	2,8
	Total	17,512	4,652	21.0	22,164	22,497	17,458	4,814	21.6	22,272	22,4
te noitstration et	(D9) tnemennoisivorqqs te tshoA	474,1	814	1.22	1,892	368,1	997'1	677	23.4	316,1	54
service exterieur	Administration des programmes (PM)	118,81	865,8	1.92	25,049	25,166	18,549	418,8	26.9	25,363	25,4
	Commerce (CO)	609,1	714	9.02	2,026	2,045	1,683	997	21.3	2,139	2,8
	Gestion des finances (FI)	106,1	643	25.3	2,544	175,5	1,929	029	8.62	5,599	2,(
	Gestion des systèmes	3 100	163	2 00	0600	7700	3000	003	9 00	2100	3
	informatiques (CS)	2,199	1033	22.3	2,830	2,844	2,335	289	22.6	3,017	3,6
	Gestion du personnel (PE)  Organisation et méthodes (OM)	016,1	351	1.35	2,942	2,962	388,1	870,1	26.4	2,963	2,9
	Organisation et méthodes (OM) Programmes de bien-être social	<b>79</b> L	941	6.81	086	186	997	503	2.12	896	5
	(9W)	1,276	430	2.62	907,1	1,743	1,299	997	26.4	1,765	7,1
	Service extérieur (FS)	296	283	22.6	1,250	1,261	1,003	315	23.9	815,1	5,1
	Services administratifs (AS)	968'9	3,182	9.18	870,01	10,134	1,271	184,8	32.4	10,752	1,01
	Services d'information (IS)	094	968	£.4£	1,156	091,1	064	438	7.35	1,228	3'1
	Stagiaires en administration (TA)		102	42.0	243	245	86	89	1.35	191	
	Traduction (TR)	181	1,052	1.28	1,236	1,237	191	1,056	8.38	1,223	1°L

38,582 15,300 28.4 53,882 54,184 39,230 16,161 29.2 55,391 55,5

ces : Catégorie de la gestion : Système d'information des ressources de gestion; autres catégories : Ministère Approvisionnements et Services

s 1 cas en 1982, les documents de paye ne précisent pas le groupe de l'employe. Pend 216 employes en 1982 et 211 en 1983 dont le poste n'est pas classé dans l'une ou l'autre des six noties concellent

s 2 cas en 1982, les documents de paye ne précisent pas le sexe de l'employé. Adition des totaux ne correspond pas au grand total; la différence est de 165 en 1982 et 40 en 1983. Voir la

technique,

	Grand totald	132,658	89,922	4.04	222,582	131,858	981,06	9.04	222,044
	Totale	118,85	5,454	12.3	44,267	856,75	5,322	12.3	43,280
	Services hospitaliers (HS)	883	1,173	1.78	2,056	Z	876	6.93	1,665
	Services divers (GS)	<b>≯</b> 86'∠	3,352	9.62	11,337	768,7	988,8	7.62	11,233
	Services d'imprimerie (PR)	064	426	35.0	1,216	894	414	0.35.0	1,182
	Services correctionnels (CX)	4,228	173	6.8	104,401	4,221	305	7.9	4,523
	Réparation de navires (SR)	2,504	01	4.0	2,514	2,367	6	4.0	2,376
	Pompiers (FR)	1,439	9	6.0	1,444	ו'ללל	7	6.0	844,1
	Manœuvres et hommes de métier (GL)	16,028	261	9.1	16,290	15,737	251	9.1	886,81
	Gardiens de phare (LI)	707	2	5.0	907	423	8	6.1	431
	Équipage de navires (SC)	2,174	77	2.0	2,218	2,133	38	8.1	171,5
noitation	Chauffage, force motrice et opération de machines fixes (HP)	2,376	8	6.0	2,384	2,251	St	8.0	2,263
	Total	12,615	58,142	82.2	70,757	12,273	57,430	4.28	£07,ea
	seànnob seb strements (AQ)	848	2,473	3.47	138,8	768	2,359	3.27	3,256
	Secrétariat, sténographie, dactylographie (ST)	181	775,41	8.86	14,558	162	111,41	6.86	14,273
	Mécanographie (OE)	232	539	7.03	174	220	218	8.64	438
	(MO) anoitasinummoO	977	328	42.4	273	Ltt	317	3.14	797
tien inistratif	Commis aux écritures et aux règlements (CR)	606,01	40,725	6.87	469,13	748,01	40,425	8.97	50,972
	IstoT	24,032	3,289	12.0	125,72	23,715	3,283	12.2	866,92
	Techniciens divers (GT)	2,376	198	13.2	757,5	2,412	370	5.51	287,2
	Soutien technologique et (EG)	864,8	891,1	15.4	909'∠	6,282	£11,1	1.31	966,7
	Soutien des sciences sociales (SI)	270,1	886	0.84	2,060	780,1	886	9.74	2,075
	Soutien de l'enseignement (EU)	12	99	4,27	94	<u></u>	09	9.47	<b>Z</b> 9
	(OA) əirlə (BA)	£71,1	06	1.7	1,263	1,145	28	7.9	1,227
	Photographie (PY)	139	71	2.6	153	129	13	2.6	142
	Officiers de navire (SO)	1,388	19	3.5	1,439	1,390	<b>4</b> 9	9.4	734,1
	Navigation aérienne (AO)	513	71	7.2	729	609	71	3.2	979
	Inspection technique (TI)	898,1	SS	8.1	1,393	1,415	28	6.1	1,443
	Inspection des produits primaires (PI)	2,634	971	6.3	2,810	2,534	192	0.7	2,726
	Électronique (EL)	3,076	32	1.1	111,8	850,5	34	f.,t	3,072
	Dessin et illustration (DD)	748,1	232	13.0	677,t	748,1	249	6.61	967,1
sneioinr	Contrôle de la circulation aérienne (AI)	2,287	08	4.8	2,367	2,210	08	3.5	2,290
	IstoT	678,88	309,71	32.5	181,184	858,85	18,703	7.88	149,88
	Traduction (TR)	319	622	5.03	1,237	805	129	8.03	1,223
	Stagiaires en administration (TA)	112	133	64.3	245	94	08	9.13	991
	Services d'information (IS)	632	979	9.34	091,1	653	089	0.74	1,233
	Services administratifs (AS)	8838	4,296	42.4	461,01	6,083	069'7	43.5	577,01
	Service extérieur (FS)	1111	120	9.11	1,261	1,138	181	7.51	916,1
gorie sionnelle	Groupe Groupe professionnel	.N	.N	%	Total <sup>a</sup>	.N	.N	%	Total
		Hommes	Im9-I	səw		Hommes	m9-l	səwi	
			1982				1983		

	social (WP)	1,256	784	6.72	1,743	1,283	909	2.82	<b>L'</b> 1
	(MO) Programmes de bien-être	738	193	7.02	186	753	506	21.5	6
	Organisation et méthodes	0.1011	0.1711	1.04	70017	+10'1	000'1	1:05	17
	Gestion des systèmes informatiques (CS)  Gestion du personnel (PE)	2,193	F 59 E 72, F	22.9	2,962	2,327	207 835,1	23.22	3,6
	Gestion des finances (FI)	1,942	679	24.5	178,2	1,934	878	8.82	2,6
	Commerce (CO)	1,832	213	4.01	2,045	116,1	525	7.11	2'.
xterieur	Administration des programmes (PM)	S71,71	<b>⊅</b> 66'∠	8.18	55,166	966,91	604,8	1.88	25,
dministration t service	Achat et approvisionnement (PG)	694,1	436	23.0	1,895	694,1	877	23.4	1,1
	Total	145,71	5,150	22.9	764,22	178,71	5,113	7.22	22,4
	Vérification (AU)	2,822	185	5.8	3,007	197,2	161	4.8	'2
	Service social (SW)	411	07	26.0	154	106	07	4.72	
	Service scientifique de la défense (DS)	632	32	2.9	299	ZE9	33	8.8	
	Sciences physiques (PC)	889	FFF.	6.61	662	617	112	13.5	}
	Sciences infirmières (NU)	143	767°L	6.19	1,637	144	1,402	7.06	1,1
	Sciences forestières (FO)	111	3	2.6	411	129	3	2.3	
	Sciences domestiques (HE)	0	09	100.0	09	0	42	0.001	
	Sciences biologiques (BI)	834	961	0.61	1,029	098	661	0.61	<b>'</b> l
	Réglementation scientifique (SG)	114	99	7.81	944	402	09	13.0	
	Recherche scientifique (SE)	996'1	78	€.4	2,043	696'١	16	4.4	5,
	Recherche historique (HR)	200	18	8.82	182	461	48	3.05	
	Psychologie (PS)	47	24	24.5	86	47	55	25.3	
	Pharmacie (PH)	84	01	2.71	89	97	11	9.61	
	(TM) əigolo1oşişM	930	72	8.4	Z99	223	18	9.8	
	Médecine vétérinaire (VS)	593	19	6.8	419	849	19	0.01	
	Médecine (MD)	273	33	8.01	908	592	32	7.11	
	(AM) səupitsməntsM	105	98	25.5	141	411	33	22.4	
	Génie et arpentage (EN)	2,683	47	7.2	2,757	2,780	06	1.5	2,2
	Ergothérapie et physiothérapie (OP)	3	36	1.29	38	3		S.88	
	Enseignement universitaire (TU)		6	9.8	523		6	3.6	;
	Enseignement (ED)	114,1	1,384	8.64	2,795	1,393	1,359	4.64	2,
	Économie, sociologie et statistique (ES)	E16,1	<b>****</b>	8.81	2,367	868,1	927	1.02	2,5
	Droit (LA)	813	791	24.4	289	225	183	26.0	
	Chimie (CH)	818	68	21.9	704	308	06	22.6	
	Bibliothéconomie (LS)	971	136	7.99	929	071	326	6.79	
	Architecture et urbanisme (AA)  AAA  AAA  AAA  AAA  AAA  AAA  AAA	929	98	6.9 7.3	998	316	9	2.11	;
002000000	Agriculture (AG)	572	30	8.6	908	568	56	8.8	2
scientifiques et pécialistes	Actuariat (AC)	23	L	4.2	306	20	0	0.0	
	Total	500,5	172	<b>p.</b> 2	3,1,5	3,640	227	6.8	3,8
	Gestion supérieure (SM)	133	74	1.9	1,207	009'1	601	4.8	1,
noitsea	Direction (EX)	078,1	86	0.8	896,1	2,040	118	8.8	5,
Satégorie notessionnelle	Groupe professionnel	.N	.N	%	FlatoT	.N	.N	%	)T
		Hommes	m9-J	səw		Hommes	rma-i	səu	
			1982				1983		

Approvisionnements et Services

adoues brotessionnelles.

irces : Catégorie de la gestion : Système d'information des ressources de gestion; autres catégories : Ministère

nprend 216 employes en 1982 et 211 en 1983 dont le poste n'est pas classé dans l'une ou l'autre des six

s 1 cas en 1982, les documents de paye ne précisent pas la modalité d'emploi

Udition des totaux ne correspond pas au grand total; la différence est de 165 en 1982 et 40 en 1983. Voir la 7,933 cas en 1982 et 1,376 en 1983, la premiere langue officielle de l'employe n'a pas ete precisee. Voir la Grand total 222,044 899,022 4.72 114'09 160,251 555,582 220,649 8.92 660'69 099'191 lotal 184'8 3,259 9711 961'8 5,915 046 976'1 **†**69 7.75 891 413 089 4.92 427 Periode déterminée Saisonnier 83 6.61 13 69 8.41 87 2,366 Periode indeterminee 909'2 4.78 9/6 1891 カセス'ス 8.65 ±08 044'L lemps partiel 10131 218,557 217,409 158, 138 219,386 217,734 7.92 621,83 909'691 13'185 4,215 t60'6 867,41 908,41 888'5 896'6 Période déterminée Saisonnier 091'1 1.02 523 806 1,326 7/0'L Période indéterminée 203,615 202,963 54,827 148, 136 899'89 148'223 sellobe. I emps plein səl səir 43,280 42,882 7.45 809,01 32,274 192,44 698'27 24.5 927,01 33,143 10101 3.98 Total 119 512 998 849 619 226 801 94 9'6t Periode determinee 8,06 82 81 10 6 0 6 6 6 Saisonnier Période indéterminée 967 981 3.88 181 919 8.48 641 988 і вшьг райіві 45,666 42,311 9.45 868'01 816,18 689'Et 43,250 8.45 10,500 169'2 2,367 9.55 989 1,831 2,902 2,716 3.8F Période déterminée Saisonnier 128 p.52 7.81 78L 818'6 Période indéterminée 39,254 7.45 Z97'62 994'68 8.45 uieid sdwe i noitation 679'9t 191'01 204'69 112'69 9.28 786,22 690'07 8,18 **\$62,22** 994'47 16101 Total 684,1 1,630 297 d30 798 24.6 78 777 8.02 Période déterminée 0.0 29120UUIGL 1,274 Période indéterminée 0.88 787 064 3.85 788 979 Lemps partiel 9.28 049'91 402,69 8.18 158,15 10131 b16'19 1891/9 989'89 998'9t 962'4 7.98 2,615 4'205 810,8 8.35 2,874 441,8 Période déterminée 87 87 0.0 3 43 Salsonnier 19,384 18,954 Période indéterminée 1.28 910,14 976'09 8.18 899'Lt . ministratii ueubs bieiu uənr 108,850 108,383 0.82 27,148 81,235 107,342 106,533 4.42 100,05 80,532 IstoT 1,082 996 9901 6.58 898 869 4.08 182 249 10191 991 Période déterminée 011 45 8.45 76 89 8.41 Saisonnier Période indéterminée 998 978 6.38 303 728 238 647 245 i emps partiei 897,701 107,327 06/'97 175,301 019'901 4.45 068'64 Total 818,8 8.73 190'1 789'E 6.92 096 2,610 Période déterminée 32 247 340 9.01 98 304 Saisonnier (stn9g 103,601 24.3 24,724 Période indéterminée 103,249 6.45 769'97 101,700 9/6'9/ 102,346 tégories Temps plein 18 | Of 8| səuoyd 1013la sauoud Modalité d'emploi oressionnelle % .N N. % 'N 'N francotégorie

Francophones

1982

19

səuoyd

-olgnA

sauoud

-oibu \

Francophones

1983

19

səuoyd

-olgnA

sauoud

-olgnA

Catégorie professionnelle, modalité d'emploi et groupe linguistique Répartition, en nombre et pour centage, des employes selon la catégorie professionnelle, la moda

											,
	lstoT	21,792	5,384	8.61	27,176	128,72	21,514	795,3	1.02	116,811	56,92
	Total	74	22	9.18	69	94	13	32	7.04	98	3
	Période déterminée	81	8	8.08	56	18	31	71	6.84	58	E
	• Saisonnier	0	0	0.0	0	0	0	0	0.0	0	)
	Période indéterminée	52	71	32.6	43	97	98	21	8.88	<b>L</b> 9	3
	Temps partiel										
	Total	21,745	5,362	8.91	27,107	27,245	21,463	5,362	20.0	26,825	56,56
	Période déterminée	<b>7</b> 86	285	23.4	1,219	1,247	977	112	4.1S	986	1'(
	Saisonnier	762	38	3.01	332	339	222	30	6.11	252	);
	<ul> <li>Période indéterminée</li> </ul>	20,514	5,042	7.91	26,556	25,659	20,466	121,8	20.0	786,82	25,85
Techniciens	Temps plein										
	Total	38,582	15,300	28.4	53,882	54,184	39,230	16,161	29.2	166,33	3'99
	Total	383	<b>⊅6</b> 1	9.68	LL9	<b>469</b>	997	249	8.48	217	i,
	Période déterminée	07	71	8.62	<b>L</b> 9	<b>4</b> 9	68	81	9.15	<b>L</b> 9	o (
	• Saisonnier	69	12	8.41	18	98	89	13	5.81	17	4
	<ul> <li>Période indéterminée</li> </ul>	<b>472</b>	991	9.75	439	<b>ササ</b> サ	698	218	1.78	<b>78</b> 3	36
	Temps partiel										
	Total	981,88	15,106	28.3	908,83	53,587	497,88	16,912	1.62	949'49	1,48
	Période déterminée	676	697	32.6	1,408	977'	1,204	869	33.2	1,802	98, r
	• Saisonnier	9	ŀ	7.91	9	9	9	9	8.84	11	. }
et service extérieur	Période indéterminée	37,245	14,646	2.82	168,13	52,135	499,78	608,81	29.0	52,863	25,37
Administration	Temps plein										
	Total	17,512	4,652	21.0	22,164	25,497	17,458	4,814	21.6	22,272	22,3
	Total	210	99	23.6	275	590	180	ħΔ	1.62	524	25
	Période déterminée	98	9	14.3	42	23	77	10	3.81	<b>7</b> 9	35
	Saisonnier	0	0	0.0	0	0	0	0	0.0	0	)
	Période indéterminée	471	69	25.3	533	237	136	79	32.0	200	0
	Temps partiel										811
	Total	17,302	4,587	21.0	21,889	22,207	872,71	047,4	21.5	22,018	22.22
	Période déterminée	720	214	22.9	786	286	094	249	7.45	600,1	136
	Saisonnier	2	0	0.0	2	2	2	0	0.0	7	
spicialistes	Période indéterminée	16,580	676,4	20.9	20,953	21,223	916,816	167'7	21.4	700,12	2186
Scientifiques et	Temps plein										8
	Total	2,557	819	3.61	3,175	3,175	3,106	194	7.91	798,£	3,67
	Total	0	0	0.0	0	0	0	0	0.0	0	)[II
	Période déterminée	0	0	0.0	0	0	0	0	0.0	0	061
	• Saisonnier	0	0	0.0	0	0	0	0	0.0	0	) 5
	Période indéterminée	0	0	0.0	0	0	0	0	0.0	0	)
	Temps partiel										
	Total	2,557	819	8.61	3,175	3,175	3,106	194	7.91	798,E	1918
	Période déterminée	12	7	26.0	91	91	91	8	8.81	61	31
	Saisonnier	0	0	0.0	0	0	0	0	0.0	0	
	Période indéterminée	2,545	<b>719</b>	4.91	3,159	691,8	3,090	897	7.91	3,848	348
noitsəD	Temps plein					33, 0	2000	J			
professionnelle	Modalité d'emploi	'N	.N	%	səuoyd	Totala	.N	.N	%	səuoyd	[E1-]
Catégorie					franco-	_				-oonsit	:
		-olgnA eənoriq	Francop	səuoy	-olgnA sənoriq tə		-olgnA sənodq	Francop	səuoy	-olgnA sənoriq tə	- 0

s: Catégorie de la gestion : Système d'information des ressources de gestion; autres catégories : Ministère optovisionnements et Services

vies professionnelles. cas en 1982, les documents de paye ne précisent pas la modalité d'emploi.

end 216 employés en 1982 et 211 en 1983 dont le poste n'est pas classé dans l'une ou l'autre des six

cas en 1982, les documents de paye ne précisent pas le save de l'employé. I don des totaux ne correspond pas au grand total; la différence est de 155 en 1982 et de 40 en 1983. Voir la

	Grand total <sup>d</sup>	132,658	89,922	4.04	222,582	131,858	981,06	9.04	222,044
	IstoT	413	2,681	6.58	3,195	967	199,1	8.38	784,8
	Période déterminée	157	929	9.87	732	136	899	4.08	<del>7</del> 69
	• Saisonnier	64	18	9.81	<b>Z</b> 6	99	18	7.12	83
	Période indéterminée	872	2,088	8.88	2,366	595	2,415	1.68	2,710
	Temps partiel								
	lstoT	132, 143	142,78	8.68	219,386	131,362	961,78	6.68	218,557
	Période déterminée	172,8	723,8	9.73	867,41	<b>₹</b> 86'9	898,7	0.78	13,792
	• Saisonnier	001,1	526	0.71	1,326	976	505	8.71	1,150
ories°	Période indéterminée	124,772	884,87	3.85	203,262	124,483	79 132	6.88	203,615
səj sa	Temps plein								
	lstoT	118,85	<b>797</b> '9	12.3	44,267	826,75	5,322	12.3	43,280
	IstoT	961	482	1.17	849	621	435	8.07	119
	Période déterminée	98	101	7.57	137	98	72	7.99	801
	• Saisonnier	2	8	0.08	10	2	8	0.08	01
	Période indéterminée	158	878	2.07	189	141	398	9.17	967
	Temps partiel								
	IstoT	38,615	4,972	4.11	683,64	677,7E	788,4	8.11	45,666
	Période déterminée	2,687	215	4.7	2,902	785,2	204	6.7	2,591
	Saisonnier	964	132	14.5	186	107	150	9.41	128
	Période indéterminée	35,132	4,622	9.11	997,98	169'78	€99'₽	9.11	39,254
noitation	Temps plein								
	IstoT	12,615	58,142	2.28	787,07	12,273	67,430	82.4	£07,ea
	lstoT	66	1,453	9.56	1,552	88	107,1	1.36	687,1
	Période déterminée	69	385	7.38	<b>サ</b> ヤサ	97	488	8.98	430
	• Saisonnier	0	ļ	0.001	Ļ	0	2	0.001	2
	Période indéterminée	07	790,1	⊅.96	701,1	45	1,315	6.96	1,357
	Temps partiel								
	IstoT	12,515	689'99	6.18	69,204	12,185	627,88	1.28	Þ16,78
	Période déterminée	918,1	168,8	6.58	8,210	1,215	180,8	6.68	7,296
	• Saisonnier	3	97	8.56	87	9	79	0.06	09
titentein	Période indéterminée	561,11	£87,84	<b>8.18</b>	976'09	496,01	₱69 <sup>6</sup> 7	6.18	899 09
nəi	Temps plein								
	IstoT	81,128	26,214	24.4	107,342	1,527	27,323	1.52	108,850
	lstoT	219	974	8.77	996	529	853	8.87	1,082
	Période déterminée	85	68	6.88	181	<b>7</b> 9	101	2.29	155
	• Saisonnier	LL	6	3.01	98	69	8	5.11	17
	Période indéterminée	08	879	0.68	728	112	ヤヤム	6.98	998
	Temps partiel								
	IstoT	606'08	25,468	23.9	77E,80†	84,298	26,470	24.6	897,701
	Période déterminée	2,264	1,420	3.85	≯89'E	2,330	1,568	2.04	3,898
, .	• Saisonnier	108	97	13.3	745	538	18	3.11	592
ents)	Période indéterminée	78,344	24,002	23.5	102,346	78 730	178,42	24.0	103,601
1 Ookioo	Temps plein								
əlləunois	Modalité d'emploi	.N	.N	%	<sup>s</sup> lstoT	.N	'N	%	IstoT
								001	
gorie		Hommes	Femn	SƏL		Hommes	Femn	290	

#### Of useldsT

Catégorie professionnelle, modalité d'emploi et sexe

	Total	24,032	3,289	12.0	128,72	23,715	3,283	12.2	56,99
	IstoT	81	89	5.97	94	23	69	0.87	
	Période déterminée	Þ١	<b>Z</b>	8.43	18	91	11	3.13	
	• Saisonnier	0	0	0.0	0	0	0	0.0	
	Période indéterminée	Þ	14	1.19	97	<i>L</i>	25	1.88	
	Temps partiel								
	Total	24,014	152,8	6.11	27,245	23,692	3,214	6.11	5'97
	Période déterminée	906	148	5.72	1,247	147	270	7.92	1,1
	• Saisonnier	762	42	12.4	339	530	56	S.01	3
	Période indéterminée	118,22	2,848	1.11	52,659	22,721	2,918	4.11	52'6
sneioindoe	Temps plein								
	Total	678,85	309,71	32.5	54,184	868,86	18,703	7.55	99
	IstoT	167	077	7.57	<b>Z69</b>	991	199	S.TT	_
	Période déterminée	31	98	53.7	<b>L</b> 9	52	68	6.09	
	Saisonnier	LL	6	3.01	98	69	8	11.3	
	Période indéterminée	67	968	0.68	ללל	87	119	8.38	3
	Temps partiel								
	IstoT	36,422	17,165	32.0	783,587	36,672	18,142	1.66	3'79
	Période déterminée	797	<b>789</b>	£.74	977'1	1.76	998	1.74	3,1
	Saisonnier	3	3	0.03	9	L	t	36.4	
rvice extérieur	Période indéterminée	39'98	16,478	3.1.6	25 132	769'9E	17,273	32.6	95,5
noitattainimb	Temps plein								
:,:,:	Total	748,71	091,8	22.9	25,497	178,71	5,113	7.22	22,4
	Total	75 27	248	6.88	590	68	223	1.28	3
	Période déterminée	۷١	98	6.78	- 600	13	97	9.77	,
	• Saisonnier	0	0	0.0	0	0	0	0.0	_
	Période indéterminée	52	212	3.68	237	97	871	£.78	3
	Temps partiel	30	010	3 00	200	30	021	6 20	,
	Total	17,305	4,902	22.1	22,207	17,332	068,4	22.0	22,2
	Période déterminée	Z89	968	40.2	286	209	433	8.14	1,0
	Saisonnier     Périodo déterminée	1		0.08	2	L	100	0.03	J F
	Période indéterminée	<u></u> ∠۱۲,81	909'7	2.12	21,223	627,81	997'7		117
cientifiques et sécialistes	l emps plein	21291	909 /	010	01 003	967.91	9977	0.15	1,15
to golipititadio	Torne pleip	800,8	172	4.8	3/1,5	3,640	177	6:0	8,8
	IstoT	0	0	0.0	0	0	0	6.8	3.8
	Période déterminée	0	0	0.0	0			0.0	
	• Saisonnier	0			0	0	0		
	Période indéterminée		0	0.0		0	0	0.0	
	Temps partiel	0	0	0.0	0	0	0	0.0	
	Total	000'0	7/1	F:0	0.11.50	0+0'0	.77	0:0	210
		3,003	172	4.8	3,175	3,640	227	6.8	3,5
	Période déterminée	91	1	6.3	91	18	1	6.3	
	Période indéterminée     Saisonnier	00017	0	0.0	0	0	0	0.0	210
noitesi		2,988	171	4.8	931,8	3,622	526	6.3	3,8
ellennoisseto	Modalité d'emploi Temps plein	'N	.N	%	*lstoT	'N	.N	%	)T
atégorie.		Hommes	Femm	921		SəmmoH	111112 1		
			2861	300		30cata0H	1983 Femm	50	

222,044	9.04	981,06	131,858	222,582	4.04	89,922	35,658
18,429	0.09	11,054	378,7	19,320	2.63	11,434	988,7
203,615	6.85	79,132	124,483	203,262	3.85	884,87	124,772
677	7.2	12	75 <i>p</i>	422	2.4	10	412
2,608	Z.4	409	2,499	2,359	4.2	100	2,259
13,140	5.9	918	12,324	017,11	6.6	149	690'11
27,026	16.2	4,106	22,920	24,502	7.51	898,8	21,134
031,58	1.62	24,198	296,88	82,550	7.72	22,838	117,93
77,242	9.49	168'67	136,72	617,18	1.89	153,13	30,187
IstoT	%	.N	.N	Totale	%	.И.	.N
	SƏ	шшә	Hommes		S	Ееште	səwwoH
	onstants) <sup>a</sup>	983 (dollars c	31		nstants) <sup>a</sup>	182 (dollars co	31

222,044	250,668	27.4	714,08	160,251	222,582	220,649	8.92	660'69	038,18
18,429	307,71	3.16	069'9	12,115	19,320	813,81	29.9	153,531	12,987
203,615	202,963	0.72	54,827	148,136	203,262	181,202	26.5	899'89	8,563
677	443	20.5	16	395	422	014	2.1.2	78	323
2,608	2,583	B.71	452	2,131	2,359	2,322	0.81	714	1,905
13,140	13,115	1.71	2,246	698,01	017,11	699,11	£.91	706,1	9,762
27,026	26.949	0.92	600'4	046,61	24,502	24,374	0.62	6,092	18,282
031,68	726,58	26.4	21,909	810,18	82,550	82,160	0.92	21,393	797,08
77,242	976'94	0.08	23,120	928'89	617,18	961,18	2.62	23,672	57,524
Totale	Pranco-	%	.N	.N	olstoT	Pranco-	%	.N	.N
	-olgnA senoriq te	səuc	Erancopho	-olgnA eenordq		-olgnA senoriq te	səuc	Francopho	-olgnA sənodq
	stants)a	ars con	1983 (dolla			s(stants)	ars con	1982 (40118	

traitement annuel et le sexe, en dollars courants et en dollars constants, 1982 et 1983 Répartition, en nombre et pourcentage, des employés à temps plein, période indéterminée, selon le Traitement annuel et sexe

								Tion eàsilitu ased ab aboisée e l
2221	9.04	981,06	131,858	222,582	4.04	226,98	132,658	letot brand
131	0.09	11,054	375,7	19,320	2.63	11,434	988,7	Autres
203	9.85	79,132	124,483	203,262	3.85	884,87	124,772	IstoT
13	7.8	28	2,117	1,268	9.8	09	1,218	aulq tə 000,08
e.	6.4	₹68	969'L	6,473	2.4	229	5,244	666'69—000'09
BL	2.01	716,1	16,821	15,399	T.T	381,1	14,214	666'67000'07
97	20.4	8,273	32,278	32,520	9.71	617,8	26,801	966,65—000,05
6	42.6	874,88	416,18	ÞÞ6'16	1.78	131,45	267,73	20,000—29,999
Lt	9.89	29,993	13,758	899'99	9.39	431,75	503,61	000,02 \$ ab anioM
0	%	.N	.N	°lstoT	%	.N	.N	Traitement annuel <sup>b</sup>
	Se	Femme	SəmmoH	_	se	Femme	səmmoH	
	rants)	1983 (dollars cou			riants)	1982 (dollars cor		

L'indice du prix à la consommation publiées par Statistique Canada ont été utilisées pour déterminer les

Delon le taux de traitement annuel des employés au 31 décembre de l'année mentionnée. traitements annuels de 1982 et de 1983 exprimés en dollars constants de 1981.

\*Comprend les employés dont la modalité d'emploi est autre que temps plein, période indéterminée. Dans 2 cas en 1982, les documents de paye ne précisent pas le sexe de l'employé.

Source: Ministère des Approvisionnements et Services

#### Tableau 9

traitement annuel et le groupe linguistique, en dollars courants et en dollars constants, 1982 et 1983 Répartition, en nombre et pourcentage, des employés à temps plein, période indéterminée, selon le Traitement annuel et groupe linguistique

000	899 000	V ZC	21109	150 051	093 000	009 000	8 90	600 03	033 131	letot baevo
,81	17,705	9.1E	069'9	12,115	19,320	813,81	29.9	153,3	12,987	₽sertuA
203,0	202,963	0.72	54,827	148,136	203,262	202,131	26.5	895,58	148,563	Total
٦,	271,2	8.91	429	547,1	1,268	1,241	1.02	249	766	sulq 19 000,00
12	279,7	7.91	1,334	869,8	5,473	5,431	15.6	848	4,583	666'69-000'09
,81	18,691	1.22	4,128	14,563	668,81	15,338	7.91	3,017	12,321	666'67000'07
'0 <i>†</i>	t9t'0t	2.92	10,588	59,866	32,520	32,355	8.82	198,8	⊅66'8Z	666'68-000'08
06	960'06	5.72	24,766	626,329	776'16	874,19	7.92	24,452	67,026	20,000—29,999
43,	678,84	3.12	13,582	79,997	899'99	56,288	9.62	149,81	749,98	Moins de \$ 20,000
1	tranco-	%	.N	'N	olstoT	tranco-	%	.N	.N	Traitement annuel <sup>b</sup>
	-olgnA sənoriq tə	səuo	Francoph	-olgnA sənoriq		-olgnA sənoriq tə	səuc	Francoph	-olgnA sənoriq	
,	(str	ıks contai	sllob) £89t			(stn	ars coura	1982 (401		

79C'777 6to'077 9:97 660'6C 0CC'191

'777 900'077 b'17 /1b'00

26

1 07'001

a De prindice du prix à la consommation publiées par Statistique Canada ont été utilisées pour déterminer les l'indice du prix à la consommation publiées par Statistique Canada ont été utilisées pour déterminer les

Dans 1,933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employé n'a pas été précisée. Voir la note technique. Selon le taux de traitement annuel des employés au 31 décembre de l'année mentionnée. traitements annuels de 1982 et de 1983 exprimés en dollars constants de 1981.

Source: Ministère des Approvisionnements et Services \*Comprend les employés dont la modalité d'emploi est autre que temps plein, période indéterminée

talb

t9-

69-

5891 to \$8

7 uselds

ans et plus

ge et sexe

ableau 6

spartition, en nombre et pourcentage, des employés selon le groupe d'âge et le sexe, 1982 et 1983

222,044	9.04	981,06	131,858	282,582	40.4	89,922	132,658	dlate
346	24.9	98	560	268	8.22	19	207	et plus
12,117	8.62	3,129	886,8	12,319	24.9	8,00,8	9,246	19-
18,228	28.4	071,8	13,058	896,81	28.4	168,8	13,567	69
786,02	₽.62	6,172	14,815	21,112	₽.62	661,8	14,912	79-
21,036	7.55	6Z0,7	13,957	20,936	0.88	806'9	14,028	67-
24,263	35.5	719,8	15,646	23,068	1.35.1	8,103	996'71	77-
34,250	8.88	12,591	21,659	131,134	1.36	11,229	<b>1</b> 06'61	68-
971,04	8.54	17,592	22,584	699'68	42.2	447,81	22,915	75
33,724	0.88	18,552	15,172	096Ԡ8	8.63	18,825	16,135	62
16,236	6.39	907,01	6,530	18,745	6.39	12,350	966,9	72-
<b>L</b> 99	6.27	987	181	907'1	1.57	1,028	878	ans 0S eb snic
Total	%	.N	.N	BlstoT	%	.N	'N	onbe q, şde
	S	Femme	səmmoH		S	-emme-1	səmmoH	
		0061				7061		

ns 2 cas en 1982, les documents de paye ne précisent pas le sexe de l'employé. 15 17 cas en 1982 et 14 en 1983, les documents de pension de retraite ne précisent pas la date de naissance

urce: Ministère des Approvisionnements et Services

1982 partition, en nombre et pourcentage, des employés selon le groupe d'âge et le groupe linguistique, ge et groupe linguistique

	-olgnA sənodq					-olgnA sənodq				
	19	səuo	Francoph	Anglophones		19	səuo	Ltancoph	səuoydojβu∀	
Totala	tranco-	%	.N	.N	FlatoT	byoues	%	.N	.N	onbe q, gde
<b>199</b>	979	8.04	263	382	904,1	1,349	38.5	619	830	ans 02 eb anic
16,236	310,81	3.98	664'9	912,01	18,745	18,457	0.35	997'9	11,992	–24
33,724	33,463	33.5	11,224	22,239	34,960	778,48	5.25	191,11	23,416	62—
971,04	906'68	3.08	12,037	698,72	699'68	99,329	7.62	11,683	27,646	48—
34,250	34,099	28.4	<b>749</b> '6	24,425	461,18	316,08	9.72	8,520	22,396	-39
24,263	24,136	25.9	6,259	778,71	23,068	22,876	1.62	P77,8	17,132	<b>*</b>

892

12,319

896'81

20,936

17

2,049

3,489

182'7

198'7

0.71

2.91

7.55

23.2

1983

564

14,667

671,61

16,103

rs 17 cas en 1982 et 14 en 1983, les documents de pension de retraite ne précisent pas la date de naissance e technique. is 1,933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employé n'a pas été précisée. Voir la 161,550 222,044 220,668 4.72 714,08 160,251 555,582 220,649 8.92 660'69

12,260

748,81

076,02

20,799

12.5

6.91

9.81

8.22

35

809'8

4,642

4,752

Irce: Ministère des Approvisionnements et Services employe.

223

981,01

15,339

16,328

740,81

978

12,117

18,228

786,05

21,036

332

15,069

991,81

20,880

50,954

#### 3 useldet ub etius

IctoT	033 131	000 03								
Expansion économique régionale°	699	178	7.35	1,040	1,061	0	0	0.0	0	
Bureau du Commissaire à la magistrature fédérale	ŀ	8	6.88	6	6	₽	01	4.17	71	
Conseil de révision des pensions	6	8	1.74	71	Z.L	8	L	7.94	12	
Commission sur les pratiques restrictives du commerce	01	8	לל'ל	81	81	6	8	1.74	71	
Secrétariat des conférences intergouvernementales	7	ÞΙ	8.77	81	81	L	<b>ا</b> ل	8.07	24	
Bureau de la Coordonnatrice, Situation de la femme	12	L	8.98	61	12	13	12	0.84	52	
Commission du tarif	7	Þ	4.88	11	52	61	8	29.6	72	
1ôqmi'l əb noisivət əb noissimmo	13	50	9.09	33	33	41	50	8.83	34	
Commission mixte internationale	13	0	0.0	13	38	41	0	0.0	14	
Commission de la réforme du droit du Canada	11	52	9.69	42	42	91	52	0.18	17	
Commission des allocations aux anciens combattants	13	9	8.72	81	81	32	۲١	7.48	67	
Commission d'appel de l'immigration	34	81	34.6	25	29	28	41	3.1.5	79	
Cour suprême	51	35	4.09	23	89	72	98	1.73	89	
Bureau des relations fédérales-provinciales	33	33	0.03	99	99	30	32	8.63	99	
Bureau du Directeur général des élections	91	19	1.97	<b>4</b> 9	<b>Z</b> 9	23	23	7.69	9/	
Conseil canadien des relations de travail	58	67	8.29	87	. 84	52	29	64.2	18	
Bureau du Chef de cabinet du Gouverneur général	68	19	7.93	06	16	98	83	9.63	68	
Bureau de services juridiques des pensions	08	81	18.4	86	86	64	<b>Z !</b>	7.71	96	
Département d'État au Développement social	43	30	1.14	23	23	89	98	7.98	66	
Sciences et Technologie	96	19	6.88	157	157	64	38	32.5	111	
Commission canadienne des droits de la personne	64	68	1.88	811	121	08	07	8.88	120	
Bureau du Commissaire aux langues officielles	18	102	7.97	133	134	33	76	9.87	125	
Agence d'examen de l'investissement étranger	801	52	8.81	133	133	105	24	9.81	129	
Cour fédérale	<b>19</b>	<b>Z</b> 9	0.84	124	120	LL	94	7.64	153	
Ministère d'affectation	.N	.N	%	franco- phones	FlstoT	.N	.N	%	franco-	1
	-olgnA sənoriq	Francopl	səuoy	-olgnA sənoriq fə		-olgnA sənoriq	Francopl	səuoy	-olgnA sənoriq 19	
			1982				31	883		

27.4 220,668 222,0

714,08

Total Total 1933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employe n'a pas été précisée. Voir la note technique. 

\*Dens 1,933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employe assujetits à la Loi sur l'emploi dans la fonction publique seulement 

\*En 1983, Expansion économique régionale a été intégre à Industrie et Commerce. 160,251

Source : Ministère des Approvisionnements et Services

g neal()

istère d'affectation et groupe linguistique artition, en nombre et pourcentage, des employés selon le ministère d'affectation et le groupe istique, 1982 et 1983

164	164	4.72	97	911	182	182	26.9	67	133	nseil du Trésor (Bureau du Contrôleur Véral)
991	691	7.64	64	08	891	781	7.64	87	64	mmission des relations de travail dans la oction publique
168	168	6.8	31	153	881	186	8.01	50	991	ce de l'établissement agricole des anciens nbattants
781	191	0.0	0	191	183	150	0.0	0	150	ministration du rétablissement agricole des iries
661	661	24.6	67	150	202	201	23.9	87	153	partement des Assurances
242	242	1.35.1	58	731	191	156	4.18	67	701	artement d'État au Développement momique
252	525	6.04	103	671	520	520	0.04	100	150	anoitarionale des libérations noissimm dition nation di libération nation de la company de la compan
529	522	9.82	57	182	267	560	8.08	08	180	liciteur général
307	908	22.5	69	237	326	324	7.42	08	244	mmission canadienne des pensions
324	345	B.74	164	181	330	327	1.74	154	173	èving lienoO ub use
†0†	403	9.64	500	503	114	804	8.64	203	505	seb te noisutitiooibat al eb liear senneibanas anoistaoinummoo
077	436	£.91	١L	398	431	427	7.31	<b>L</b> 9	360	ce national de l'énergie
779	244	9.98	661	345	848	879	8.35	961	395	iothèque nationale du Canada
977	<b>7</b> //	32.9	522	613	262	064	0.88	261	629	nseil du Trésor (Secrétariat)
283	587	7.78	595	887	LLL	LLL	3.75	162	987	hives publiques du Canada
787	987	1.28	262	489	994	<del>7</del> 9∠	7.62	722	768	mmission canadienne des transports
887	<b>7</b> 97	5.9	LÞ	707	783	897	8.3	ヤヤ	617	mmission canadienne des grains
867	867	7.08	245	663	262	867	8.82	228	999	lisv
788	988	3.55	280	999	108	964	8.88	598	527	auces
1,013	1,013	8.18	317	969	926	946	3.12	304	149	ebanaO ub xuanoitan seès
 680,1	680'1	4.48	769	<b>46</b> 7	741,1	741,1	7.23	909	242	ance canadienne de développement
1,331	1,326	0.88	438	888	1,306	1,301	32.9	428	873	eoit
2,258	2,255	8.62	279	1,583	2,253	2,250	29.3	099	069'l	anoitasinumm
2,444	154,2	4.28	713,1	116	2,491	2,468	4.18	1,515	896	nmission de la Fonction publique
774,2	2,474	8.78	<b>786</b>	1,540	2,399	2,388	8.35	998	1,533	sommation et Corporations
2,563	2,532	29.4	947	787,r	467,1	877,1	22.0	392	1,386	strie et Commerce°
3,093	860,8	€.69	2,144	676	3,182	181,8	4.89	2,176	900,1	rétariat d'État du Canada
3,502	674,E	43.5	818,1	1,964	760,4	94,075	3.98	774,1	2,598	aires des anciens combattants
679,E	3,675	52.6	829	2,846	807,8	069'8	22.2	820	2,870	darmerie royale du Canada <sup>b</sup>
4,326	4,299	2.85	1,214	3,085	4,022	966'8	9.72	1,104	168,5	zires extérieures
788,4	784,4	8.35.8	709,1	2,880	907,4	7S9,₄	8.48	1,612	3,015	sbana Sapara
£78,4	798'7	23.3	1,135	3,729	4,663	799'7	22.9	1,065	689'8	rgie, Mines et Ressources
989'9	6,530	12.1	179	698'7	5,604	769'9	2.11	629	996'⊅	hes et Océans
5,873	817,8	S.21	898	748,4	876'9	699'9	7.41	918	£87,4	neibanas broM ub te senneibni seriir
094,8	265,8	8.82	2,246	941,8	279,8	809,8	26.3	2,266	6,342	vaux publics
9,034	8,826	6.52	2,019	208'9	<del>7</del> 00'6	798,8	2.22	696'1	868'9	té nationale et Bien-être social
879'6	009'6	7.15	2,065	7,435	817,6	809'6	1.15	2,032	978,7	iculture
10,125	111,01	32.28	3,251	098'9	968'6	878,6	32.1	3,172	907,8	vice correctionnel du Canada
141,01	580,01	6.88	1,921	591,8	090,01	926'6	38.5	658,E	981,8	rovisionnements et Services
10,592	10,565	2.02	2,133	8,432	10,712	10,655	2.91	2,043	8,612	ironnement
20,938	188,05	22.3	4,652	16,229	20,875	20,773	1.22	188,4	16,192	stroger
24,768	24,704	8.66	8,362	16,342	24,414	24,102	4.88	8,045	780,81	noiset Immigration
25,541	25,526	26.0	689'9	788,81	55,806	25,774	25.5	999'9	19,208	enu national (Douanes et Accise, Impôt)
34,274	33,926	8.91	6,712	27,214	761,46	876,88	9.61	879'9	27,330	(slivio) elanoitan eare
Totala	franco- phones	%	.N	.N	<sup>8</sup> lstoT	franco- phones	%	.N	.N	stère d'affectation
	-olgnA sənoriq tə		Francoph	-olgnA senoriq		-olgnA sənodq 19		Francoph	-olgnA sənoriq	
		83	61				1985			
										Soei 19 Zoei (auprisit)

### suite du tableau 4

àra da ovica ab stagminab sel S80t de sea S saell								
IstoT	132,658	226,982	4.04	222,582	131,858	981,09	9.04	222,0
Expansion économique régionale°	183	074	7.44	130,1	0	0	0.0	
Bureau du Commissaire à la magistrature fédérale	ļ	8	6.88	6	3	11	9.87	
Conseil de révision des pensions	9	12	9.07	<b>۷</b> ۱	2	<b>7</b> L	B.78	
Commission sur les pratiques restrictives du commerce	9	12	7.99	81	9	12	9.07	
Secrétariat des conférences intergouvernementales	8	01	9.33	81	6	15	62.5	
Bureau de la Coordonnatrice, Situation de la femme	0	12	0.001	12	ţ	24	0.96	
Commission du tarif	13	12	0.84	52	61	10	34.5	
Commission de révision de l'impôt	11	22	7.99	33	10	24	9.07	
Commission mixte internationale	18	50	52.6	88	61	61	0.03	
Commission de la réforme du droit du Canada	11	31	8.67	42	11	30	2.67	
Commission des allocations aux anciens combattants	12	9	8.88	81	56	53	6.94	
Commission d'appel de l'immigration	18	32	0.99	23	18	98	7.99	
Cour suprême	30	33	52.4	89	30	33	52.4	
Bureau des relations fédérales-provinciales	33	33	0.03	99	34	31	7.74	
Bureau du Directeur général des élections	42	S2	8.78	<b>Z</b> 9	09	56	34.2	
Conseil canadien des relations de travail	28	09	1.48	87	28	23	4.29	1
Bureau du Chef de cabinet du Gouverneur général	37	79	8.63	16	37	23	6.83	
Bureau de services juridiques des pensions	38	69	6.43	86	38	89	4.09	6
Département d'État au Développement social	18	42	3.73	73	34	99	7.39	6
Sciences et Technologie	64	87	7.64	167	<b>†</b> 9	23	45.3	li .
Commission canadienne des droits de la personne	97	97	0.29	121	ヤヤ	92	8.89	
Bureau du Commissaire aux langues officielles	89	97	7.93	134	09	99	0.58	4
Agence d'examen de l'investissement étranger	97	89	9.64	133	99	89	8.84	0
Ministère d'affectation	.N	.N	%	Totala	.N	.N	%	SIL
	Hommes	шшэ-	səu	-	səmmoH	mm97	səı	
		Z861				1983		

 $^{\circ}$  Dans 2 cas en 1982, les documents de paye ne précisent pas le sexe de l'employée assulettes à la Loi sur l'emploi dans la Fonction publique seulement  $^{\circ}$  En 1983, Expansion économique régionale a été intègré à Industrie et Commerce.

Source: Ministère des Approvisionnements et Services

fédérale	<b>L</b> 9	83	5.33	120	<b>Z</b> 9	98	5.93	163
seil du Trésor (Bureau du Contrôleur ral)	711	99	7.35.7	182	701	<b>49</b>	34.8	164
mission des relations de travail dans la tion publique	64	68	63.0	168	97	16	8.43	166
e de l'établissement agricole des ens combattants	78	101	7.63	881	87	06	9.63	391
esiries Prairies	86	06	2.64	183	06	<b>L</b> 6	6.13	781
artement des Assurances	130	72	9.35.6	202	128	17	7.35	198
artement d'État au Développement omique	28	28	0.03	191	113	129	5.63	242
mission nationale des libérations itionnelles	04	081	72.0	520	02	281	2.27	525
siteur général	811	671	8.33	267	113	971	p.98	526
mission canadienne des pensions	001	526	6.69	326	104	203	1.99	30.
au du Conseil privé	134	961	4.63	330	143	112	9.65	32
sel de la radiodiffusion et des ommunications canadiennes	216	961	4.74	114	218	981	0.94	07
e national de l'énergie	268	163	8.78	431	172	691	38.4	740
othèque nationale du Canada	162	986	4.07	848	751	785	1,17	245
seil du Trésor (Secrétariat)	429	798	6.84	262	425	198	45.2	977
ives publiques du Canada	462	325	8.14	LLL	<b>7</b> 97	359	42.0	287
mission canadienne des transports	997	118	9.04	994	997	351	8.04	787
mission canadienne des grains	019	173	1.22	587	109	781	7.52	387
lis	698	424	5.53	262	188	714	52.3	364
seou	614	382	7.74	108	877	688	9.94	183
esana du Canada	<b>799</b>	412	42.2	946	173	442	9.54	1,0,1
national national	809	689	0.74	741,1	699	230	7.84	80,1
90	783	617	1.88	1,306	069	147	7.88	1,33
snoitsainum	1,453	008	35.5	2,253	094,1	867	8.38	2,258
mission de la Fonction publique	886	1,508	6.09	194,2	<b>496</b>	774,1	<b>7</b> .09	2,444
sommation et Corporations	1,382	710,1	42.4	2,399	1,413	⊅90'ŀ	43.0	747.
strie et Commerce∘	910,1	877	43.4	<b>⊅</b> 6∠'↓	1,429	1,134	44.2	2,563
étariat d'État du Canada	1,156	2,026	7.69	381,8	1,093	2,000	7.48	3,090
ires des anciens combattants	694,1	2,328	8.93	∠60'⊅	883,1	416,1	7.48	3,502
darmerie royale du Canada <sup>b</sup>	۷٥۷	2,996	6.08	807,8	712	796,2	9.08	3,678
ires extérieures	2,535	784,1	0.78	4,022	2,693	1,633	7.78	4,326
stique Canada	2,201	2,505	5.83	907,4	2,135	2,422	1.83	199't
gie, Mines et Ressources	961,8	574,1	31.6	£99't	3,275	869'1	8.28	C78,4
snes et Océans	4,204	004,1	26.0	2,604	091,4	1,385	25.0	968,8
ires indiennes et du Nord canadien	2,922	3,026	6.03	876'9	2,898	2,975	7.03	248'9
aux publics	919,9	2,055	7.52	279,8	144,8	2,019	23.9	94,8
é nationale et Bien-être social	1,62,8	5,713	4.89	<b>≯</b> 00'6	3,312	5,722	6.69	6,03
culture	7,126	2,592	7.92	817,6	186,8	2,567	26.9	879'6
ice correctionnel du Canada	£47,7	2,153	8.15	968'6	7,724	104,2	7.62	10,125
rovisionnements et Services	186,4	640,8	5.03	10,060	900'9	981,8	9.03	10,141
onnement	188,7	2,831	26.4	S17,01	408,7	2,788	26.3	269'01
sports	996,91	3,909	7.81	20,875	16,927	110,4	19.2	366,02
loi et Immigration	899'6	14,851	8.09	24,414	649'6	15,089	6.09	397,45
nu national (Douanes et Accise, Impôt)	678,E1	11,927	46.2	25,806	13,768	£77,11	1.94	25,54
nse nationale (civils)	23,700	967'01	7.08	761,48	23,567	707,01	3.12	34,274
stère d'affectation	Hommes N.	.N	%	slatoT	.N	.N	%	stoT
	SommoH	mm93	50		Hommes Femmes			
istère d'affectation et sexe artition, en nombre et pourcentage, des e 2 et 1983	noles selon le	ts'b ərəteinim e	l te noitstoef	'əxəs ə		1983		

I leau 4

#### Lieu de travail (Canada et étranger) et sexe

Répartition, en nombre et pourcentage, des employés selon le lieu de travail et le sexe, 1982 et 1983

Source : Ministère des Approvisionnement	services							
Dans 2 cas en 1982, les documents de pa	ye ne précisent pas le sexe o	de l'employé.						,
lstoT	132,658	89,922	4.04	222,582	131,858	981,06	9.04	555 ¢
Étranger	1,343	392	22.6	1,735	1,328	188	22.3	0,1
Territoires du Nord-Ouest	842	999	44.2	1,508	832	<b>7</b> 49	8.44	pl
Дпкои	877	967	52.5	876	LVV	809	53.2	G
Colombie-Britannique	12,797	509,7	8.78	20,400	12,724	979,7	9.75	SC/0
Alberta	7,625	968'9	4.14	13,021	199'Z	796,8	2.14	135
Saskatchewan	086,8	2,608	9.54	886'9	3,333	2,579	9.54	509 63 281
sdotinsM	517,8	4,626	7.44	10,338	809'9	4,226	43.4	6.3
Ontario (RCN)	30,216	24,804	1.34	22,020	30,165	24,832	45.2	679
Ontario (sauf RCM)	116,12	15,348	6.14	36,660	886,02	15,167	6.14	36
Québec (RCN)	167,8	152,8	4.84	17,022	708,8	978'8	7.84	9/11
Québec (sauf RCN)	319,91	11,551	7.98	31,466	19,891	11,886	4.78	118
Nouveau-Brunswick	4,782	2,668	8.35.8	7,450	917,4	2,725	9.98	7/2
Nouvelle-Écosse	108,01	1,69,6	56.9	14,023	10,322	3,802	26.9	142
Île-du-Prince-Édouard	801,1	230	32.4	1,638	1,156	<b>†</b> 09	34.3	9/1
Terre-Neuve	Z66'E	1,373	25.6	078,8	3,980	1,413	2.92	6/9
Lieu de travail	'N	.N	%	*lstoT	.N	.N	%	1
	səmmoH	mm <del>9</del>	SƏL	-	səmmoH	шшә_	Sə	
		1981		8861				

## Tableau 3

Lieu de travail (Canada et étranger) et groupe linguistique Répartition, en nombre et pourcentage, des employés selon le lieu de travail et le groupe linguistique, 1982 et 1983

IstoT	161,550	660'69	8.92	250,649	222,582	160,251	714,08	4.72	220,668	222,64
Étranger	1,290	434	25.2	1,724	1,735	1,266	438	7.32	407,1	86, F
Territoires du Nord-Ouest	814,1	89	6.8	974,1	1,508	604,1	64	5.3	1,488	16,1
Дикоn	868	13	۲.۲	116	843	816	91	T.1	786	3
Colombie-Britannique	20,019	508	0.1	20,228	20,400	20,045	525	1.1	20,270	50')
Alberta	12,671	539	6.f	12,910	13,021	12,693	172	1.2	12,964	13,2
Saskatchewan	879,8	99	0.1	£734	886'9	5,732	19	1.1	867,8	'G
sdotinsM	698'6	284	8.2	10,137	10,338	9,262	318	8.8	089'6	6'6
Ontario (RCM)	698,78	158,71	7.18	069'79	920'99	160,75	17,684	32.3	977,48	6,48
Ontario (sauf RCN)	758,45	1,563	4.3	36,400	099'98	34,296	1,682	T.4	826'98	98
Québec (RCN)	789'6	7,344	43.3	876,81	17,022	Z89'6	946,7	0.44	17,133	\$'11
Québec (sauf RCN)	2,044	212,62	9.59	31,256	31,466	⊅86'l	809'67	7.56	31,492	31%
Nouveau-Brunswick	909'9	1,752	8.62	836,7	7,450	6,523	1,902	25.6	7,425	1 L
Nouvelle-Écosse	174,81	ヤヤヤ	3.2	13,915	14,023	13,548	687	3.5	14,037	ें रा
Île-du-Prince-Édouard	113,1	111	8.8	1,622	1,638	1,600	741	4.8	747,1	18,1
Terre-Neuve	192'9	67	6.0	6,310	076,8	762,8	19	0.1	878,348	69
Lieu de travail	.N	.N	%	franco- phones	FlatoT	.N	.N	%	tranco- phones	T <sub>(g)</sub> T
	sənorqolgnA	Francoph	səuou	-olgnA sənoriq fə		sənorqolgnA	Francop	səuoy	-olgnA senoriq te	
			1982				1	886		-

Source : Ministère des Approvisionnements et Services ®Dans 1,933 cas en 1982 et 1,376 en 1983, la première langue officielle de l'employé n'a pas été précisée. Voir la note technique,

222,044	555,582	Grand total®
784,E	391,5	IstoT
<b>⊅</b> 69	732	Période déterminée
88	<b>L</b> 6	Saisonnier
2,710	2,366	eprindet indéterminée
		Temps partiel
218,557	219,386	TistoT
13,792	867,41	Période déterminée
031,1	1,326	• Saisonnier
203,615	203,262	eànimatèbni eboire
		Temps plein
1983	1982	Modalité d'emploi
		Modalité d'emploj Nombre d'employés selon la modalité d'emploi, 1982 et 1983

\*Dans 1 cas en 1982, les documents de paye ne précisent pas la modalité d'emploi.

Note : Les personnes embauchées pour une période de moins de six mois sont exclues des statistiques dont rendent compte les tableaux. En décembre 1983, on en compte 11,147.

Source : Ministère des Approvisionnements et Services

701	Formation linguistique (autres cours)	99
101	Formation linguistique (cours de base continus)	179
901	Formation professionnelle et catégorie professionnelle	23
901	Formation professionnelle et langue d'enseignement	25
901	Formation professionnelle et lieu des cours	1.9
	noitsmic	P.C
104	Cessations d'emploi, catégorie professionnelle et groupe linguistique	09
102	Cessations d'emploi, catégorie professionnelle et sexe	67
101	Cessations d'emploi et motifs	81
001	Mises en disponibilité, catégorie professionnelle et groupe linguistique	LÞ
001	Mises en disponibilité, catégorie professionnelle et sexe	91
	iolgme'b anoifsease	c
100	Appels, provenance des nominations et méthode de sélection	97
66	Parainim to aloqqA	<sub>b</sub>
86	Appels et catégorie professionnelle	27
86	Appels et variation annuelle	45
	sjado	ΙA
<u></u>	Nominations et Programme d'emplois d'été axés sur la carrière	l tr
<b>Z</b> 6	Nominations, candidatures et diplômés de collèges communautaires et de cégeps	01⁄2
96	Nominations, candidatures et diplômés d'universités	68
96	Nominations et diplômés d'universités	38
96	(evitanèmi mon noitatob) seugnilid setsoq te anoitanimoM	75
<b>†</b> 6	(evitarioni motatob) saugniling setsog te anoitanimoM	98
76	Nominations, catégorie professionnelle, statut linguistique du poste et groupe linguistique	35
16	Nominations, lieu de travail et groupe linguistique	34
06	Nominations, lieu de travail et sexe	33
68	Nominations et mode de sélection	32
88	Mominations et mobilité professionnelle	15
78	Mominations et catégorie professionnelle	30
98	iolqmə'b əfilibom tə anoitanimoM	58
	SHOUBHILLIO	IAC

# Audelder seb eta

	-	_		-	-
- 1	n	2	a	п	١

79	Traitement annuel et groupe linguistique	6
79	Traitement annuel et sexe	8
19	Age et groupe linguistique	7
19	exec te egÂ	9
69	Ministère d'affectation et groupe linguistique	g
<b>Z</b> 9	Ministère d'affectation et sexe	Þ
99	Lieu de travail (Canada et étranger) et groupe linguistique	3
99	Lieu de travail (Canada et étranger) et sexe	7
99	Modalité d'emploi	ı

# Effectif et catégories professionnelles

98	Statut linguistique du poste, catégorie professionnelle et groupe linguistique	82
<b>₽</b> 8	Catégorie de l'exploitation et francophones	72
83	Catégorie du soutien administratif et francophones	97
28	Catégorie des techniciens et francophones	52
18	Catégorie de l'administration et du service extérieur et francophones	24
08	Catégorie des scientifiques et spécialistes et francophones	23
64	Catégorie de la gestion et francophones	22
87	Catégorie de l'exploitation et femmes	21
11	Catégorie du soutien administratif et femmes	50
94	Catégorie des techniciens et femmes	61
97	Catégorie de l'administration et du service extérieur et femmes	81
ÞΔ	Catégorie des scientifiques et spécialistes et femmes	۷١
73	Catégorie de la gestion et femmes	91
ST	Catégorie de la gestion et femmes, francophones et autochtones	91
ST	Catégorie professionnelle et lieu de travail	ÞL
07	Catégorie et groupe professionnels, et groupe linguistique	13
89	Catégorie et groupe professionnels, et sexe	15
99	Catégorie professionnelle, modalité d'emploi et groupe linguistique	l l
79	Catégorie professionnelle, modalité d'emploi et sexe	10

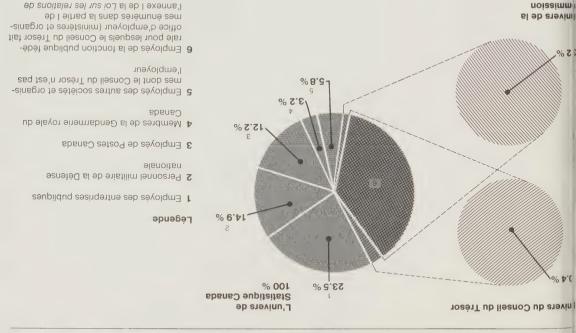


travail dans la Fonction publique)

1983 imploi dans l'Administration fédérale, décembre 1983

Is Fonction publique

son Statistique Canada, le Conseil du Trésor du Canada et la Commission de la Fonction publique)



234,46		Conseil du Trésor: Employés de la fonction publique fédérale pour les- quels le Conseil du Trésor fait office d'employeur*	Groupe professionnel inférieur de la catégorité de la gestion, qui ne comprend qu'un seul niveau.
345,36	342'862	le Conseil du Trésor du Canada n'est pas l'employeur	gorie de la gestion, qui comprend cinq niveaux et qui inclut la plupart des sous- ministres adjoints.   Groupe de la gestion supérieure
	809,81	Membres de la Gendarmerie royale du Canada     Employés des autres sociétés et organismes dont	publiques.  • Groupe de la direction  • Groupe professionnel supérieur de la caté-
	186,38	Personnel militaire de la Défense nationale     Employés de Postes Canada	tion et de la direction des programmes, de la conception et du fonctionnement des sys- tèmes de gestion, et de la gestion du per- sonnel, des finances et des relations
	136,293	L'emploi dans l'Administration fédérale selon Statistique Canada Moins : • Employés des entreprises publiques	Catiégorie de la gestion     Catiégorie professionnelle, divisée en deux groupes, qui englobe les cadres chargés de l'élaboration des politiques, de la concepléaboration des politiques, de la concepléaboration des politiques, de la concepléaboration des politiques, de la concepl
18,083		L'emploi dans l'Administration fédérale, décembre 1983 Statistique Canada :	Lexique de la catégorie de la gestion Généralités

sur les relations de travail dans la Fonction publique.

L'emploi dans l'Administration féderale selon la Com-

mission de la Fonction publique

: snioM

: snld

Commission de la Fonction publique:

• Employés nommés pour moins de six mois

Commission de la Fonction publique

• Employés qui ne sont pas nommes par la

Commission de la Fonction publique

Fouction publique

Programme des carrières du Grand Nord —

· Commission des relations de travail dans la

Comprend les employés de ministères et organismes énumérés dans la partie I de l'annexe I de la pl

222,04

50,61-

13,033

171,147

988'1

211

94

991

#### • Promotion Types de nomination

- occupait auparavant. anberieur à celui du poste que l'employé maximum de l'echelle de traitement est professionnel ou d'un autre groupe dont le niveau supérieur au sein du même groupe Nomination d'un employe à un poste de
- professionnel. cysudement de niveau ou de groupe rielle d'un cadre, qui ne donne pas lieu à un Nomination intraministérielle ou interministé-• Redeploiement
- pait auparavant. Lient a ceiui du poste que l'employe occumaximum de l'échelle de traitement est intébrotessionnel ou d'un autre groupe dont le niveau inférieur au sein du même groupe Nomination d'un employé à un poste de Mutation régressive
- l'emploi dans la Fonction publique. tormement à l'article 31 de la Loi sur mandation en ce sens par le ministere, conon quicabacité et par suite d'une recomvant et ce, pour des raisons d'incompetence tient a celui du poste qu'il occupait auparamaximum de l'echelle de traitement est infe-Nomination d'un employe a un poste dont le Hetrogradation •

quis le 18 Janvier 1981). I's un travail semblable (en vigueur lies tixees bont les employes du effecvali quotidiennes ou nebdomadaires norte feun de taire plus du tiers des neures de liploi où le titulaire n'est habituellement (embijoi gaus ia Fonction publique) Emplor a temps partiel (non régi par la Lor

Janvier 1981). dagii sempiable (en vigueur depuis le uses bont les employes du effectuent un oridiennes ou nebdomadaires normales taire plus du tiers des neures de travail ubjoi ou le titulaire est habituellement tenu mploi dans la Fonction publique) Emploi a temps partiel (regi par la Loi sur

L Lembioyeur. 'exilogues excin de la negociation collective, te par la convention collective pertinente taire la semaine de travail normale presploi ou le titulaire est habituellement tenu

riodes de l'année. titulaire ne travaille que pendant certaines ubjoi a temps plein ou a temps partiel ou Fubioi agisouniei

('snid

Emplor a temps piern

nt nue beriode determinee de six mois tend compte que des employes nommés ans ce rapport annuel, la Commission out la durée est détérminée à l'avance. ubioi a temps piein ou a temps partiei Emploi pour une periode determinee

int la durée n'est pas déterminée. nploi à temps plein ou à temps partiel Emploi pour une periode indeterminee

#### oggittes d'emploi

otessionnelle du poste. ns-diconbe, du groupe ou de la categorie entraine une modification du niveau, du el'objet d'une reevaluation lorsque cellemination d'un employe à un poste qui a Reclassification

ut continues et totalisent au moins six employes dont les périodes d'emploi s tins statistiques, on ne tient compte que nx qn boste dn'il occupait auparavant; a oupe professionnels sont identiques à int le niveau ainsi que les groupe et sousont une période déterminée à un poste

ın employê qui avait dêjà été nommê

amination pour une période déterminée riode determinee Reconduction d'une nomination pour une

au moment de leur nomination. sanbusinfiuii saouafixa xng augisiigs 100A Poste bilingue pour lequel les candidats doi-

 Poste bilingue (dotation « impérative ») enthinia.

raire aux exigences linguistiques d'un poste a satisfait, doit satisfaire ou n'a pas a satis-Indication permettant de savoir si le titulaire Situation inguistique du titulaire

essentiel ou anglais ou français essentiel. poste: bilingue, anglais essentiei, français Judication des exigences linguistiques d'un • Situation inguistique du poste

#### Langues officielles et dotation

appei ou que l'appei a ete juge irrecevable. audition) parce que l'appelant a retire son ment par un comité d'appei (avec ou sans accueillis sont soit rejetes soit regies autrebent etre accueilli ou non; les appeis non couțte nue methode de selection : un appei Méthode de reglement des appeis interjetes Dispositif des décisions d'appeis

appel a été interjete. appel, à propos de laquelle au moins un Methode de selection ouvrant droit a un

a, nu appei Méthode de sélection ayant fait l'objet

Loi sur l'emploi dans la Fonction publique. un appel, conformément à l'article 21 de la Méthode de sélection pouvant donner lieu a appei

• Méthode de sélection ouvrant droit à un

#### q, sbbei Methodes de selection et droit

toire d'employés admissibles. voir ou sont identifiés au moyen d'un réperqe couconta suuouòsut les boates à bontcandidats sont invites a repondre a un avis Fouction publique peuvent participer: les Couconts auduei senis les employes de la

• Concours restreint

peuvent participer. tion publique et les personnes de l'extérieur Couconta auduel les employes de la Fonc-

Concours public

tion ou de nomination en priorité. mutation laterale ou regressive, de promo-Selection par voie de reclassification, de Selection sans concours

sultation d'un répertoire.

chage d'un avis de concours ou de la con-Sélection de candidats par suite de l'affi-Selection par concours

#### Méthodes de sélection

appei). DILLE (CELLE DECISION I) EST pas sujerre a la Commission, mettre i empioye en disponipeut, en conformite avec les regiements de de travail, soit par suite de la suppression ronction publique, « lorsque les services diaphe 29(1) de la Loi sur l'empioi dans la

d'une tonction »; en pareil cas, le sous-chet d'un employe ne sont pius requis, soit taute Fin de la periode d'emploi en vertu du para-

• Mise en disponibilite

Commission. devant un comite etabli a cette fin par la peut en appeler de cette recommandation Commission par le sous-chet, et l'employe tions »; cette mesure est recommandee a la on dn, il est incapable de remplir ces roncdans l'exercice des fonctions de son poste, sons-cuet, un employe est incompetent Fouction publique, « lorsque, de l'avis du diaphe 31(1) de la Loi sur l'empioi dans la Fin de la période d'empioi en vertu du para-Renvoi pour incompetence ou incapacite

possède tous les pouvoirs de nomination. tion publique pour laquelle la Commission Départ d'un employé de la partie de la fonc-· Cessation d'emploi

#### Cessations d'emploi

parler. duatre habiletes: lire, ecrire, comprendre et bont chacune des langues officielles, dans

Miveau de competence linguistique requis, Profil linguistique

raisons humanitaires. fidnes, s'ils ont au moins 55 ans ou pour des n'ont pas à satisfaire aux exigences linguis-Poste bilingue pour lequel les candidats (sənpuədsns

- Poste bilingue (exigences linguistiques
- lequel ils sont qualifiés. accepter une mutation a un poste pour belloge sbeciliee on' eu cas glecuec' a exidences linguistiques avant la fin de la - s'ils s'engagent par ècrit à satisfaire aux
- tormation linguistique; et Commission, leur aptitude à réussir leur - s'ils démontrent, à la satisfaction de la
- guistique offerte aux frais de l'Etat; - s'ils sont admissibles à la formation lin-

: sèmmon etre nommés : satistont pas aux exigences linguistiques Poste bilingue auquel les candidats qui ne imperative »)

non » noitstob) sugnilid steo9 •

# Lexique général de dotation

#### Généralités

- Momination à la Fonction publique
   Momination d'une personne de l'extérieute
   Momination d'une personne de l'extérieute
   Momination publique ou d'un membre d'u
   Momination publique
   Momination publique
   Momination publique
   Momination dans la Fonction publique
- Nomination au sein de la Fonction publique
- Mondraction intraministérielle ou interminisrielle prononcée dans un ministère ou un organisme régi par la Loi sur l'emploi danla Fonction publique.
- Déplacement d'un employé d'un ministère, d'un unistère, d'un autre ou au sein du mème ministère, d'un autre ou au sein d'une professionnel à un autre, par exemple conversion d'une nom nation pour une période déterminée en ur nomination pour une période indéterminée.

#### Modalites de nomination

Promotion d'un employ

Mobilité des employés

- Momination d'un employe à un poste de est subérieur au sein des mêmes group niveau subérieur au sein des mêmes groupe professionnes dont le maximum de l'échelle de traitemer est subérieur à celui du poste que l'emploi occupait auparant.
- Munitation laterale
   Momination d'un employé à un poste de
   Sous-groupe de sous de tout aut
   groupe ou sous-groupe professionnel don
   groupe ou sous-groupe professionnel don
   le maximum de l'échelle de traitement est
   identique à celui du poste que l'employé
   occupait auparannt.
- Mutation régressive
   Momination d'un employé à un poste de Nomination d'un employé à un poste de niveau inférieur au sein des mêmes groupe et sous-groupe professionnels ou de tout autre groupe ou sous-groupe professionne dont le maximum de l'échelle de traitemen est inférieur à celui du poste que l'employé est inférieur à celui du poste que l'employé
- Womination d'un employé à un poste dont Momination d'un employé à un poste dont maximum de l'échelle de traitement est inférieur à celui du poste qu'il occupait aupara vant et ce, pour des raisons d'incompétent ou d'incapacité et par suite d'une recommandation en ce sens par le ministère, con mandation en ce sens par le ministère, con formément à l'article 31 de la Loi.

# Système de gestion de l'information sur les nominations

Toutes les données qui figurent dans les fourtes les données qui figurent dans du Système de gestion de l'information sur les nominations, qui contient les données fournies par les ministères dans les Rapports d'opérations, de dotation. Les principaux avantages de ce système sont les suivants : simplification de la formule à remplir par les ministères, données exactes et à jour, accès en direct aux données, vérification avec les données déjà recueillies et possibilités d'amélioration.

# Registre statistique central sur les priorités

:ənbiisinbuii a ceux qui ont echoue a la formation qee aux employes declares excedentaires et bar une disposition de la Loi. Elle est accorune politique de la Commission plutôt que plable, mais cette priorite est prevue par administrative », elle désigne un droit sembilité. Quant a l'expression « priorité de conge et ceux qui ont été mis en disponibar la Loi et vise les employes qui rentrent autres postulants. Cette priorite est prevue dération en vue d'une nomination avant les quoit a, nue bersonne a, etre prise en consi-L'expression « priorité statutaire » designe le priorités statutaires et administratives. nées statistiques sur les bénéficiaires de Ce système constitue une source de don-

Une priorite administrative est egalement accordée aux personnes qui ont accepté un poste de niveau inférieur, alors qu'ils bénéficiant d'un statut d'employé excédentaire ou de personne mise en disponibilité, et aux employés dont le conjoint a dú se réinstaller. Les données sur les mises en disponibilité proviennent du Registre plutôt que des documents de cessation d'emploi.

## Cessations d'emploi

Les renseignements sur les renvois pour incompétence ou incapacité et sur les révo-cations de nomination sont tirés des dos dossiers de la Commission. Quant aux renseignements sur les autres cessations d'emploi, ils proviennent du Système d'information des titulaires, dont il est question ci-après.

# Systemes de donnees

# Système d'information des titulaires e Système d'information des titulaires

Le Systeme d'information des titulaires d'Approvisionnements et Services, utilisé aux fins du Fichier de reportage, se veut une bandue de renseignements sur les employés de l'Administration fédérale.

Le Système fournit des renseignements utiles à le planification des ressources humailnes, à l'étude de la mobilité des employés, à l'établissement de statistiques sur l'effectif et sur d'autres aspects de la gestion du personnel, ainsi qu'à la recherche.

# Pessontes de d'information des ressontes de ressontes de gestion

d'information sur le personnel cadre, admi-Fonction publique, notamment le Système nounaires et certains autres systèmes de la refentes, y compris les employes, les ges-Les données proviennent de 12 sources ditdidats au programme Echanges Canada. tion ainsi que sur les participants et les canrnieur nu emploi de la categorie de la gesl'exterieur de la Fonction publique qui posjetue des données sur les personnes de ues des finances. De plus, le Systeme renpersonnel et 1,500 administrateurs subalterque, 2,000 administrateurs subaiternes du des niveaux supérieurs de la Fonction publitises et en clair sur environ 27,000 employes teme conflent des renseignements informagroupes administrés centralement. Le Sysla categorie de la gestion et de certains et joue un role important dans la gestion de tains ministères et du Secrétariat du Conseil conçu avec la collaboration étroite de cergestion de la Commission a été élaboré et

nistre par le Conseil du Tresor.

# Sources des données

### Effectif et nominations

dossiers de la Commission. lite, les appels et la formation sont tirees des ant les nominations, les mises en disponibisystème à l'autre. En général, les données une transmission tardive des données d'un lage peut être attribué, en grande partie, à 3,867, soit 40 employés de plus. Ce décades ressources de gestion en dénombrait gestion, tandis que le Systeme d'information brait 3,827 employes dans la categorie de la d'Approvisionnements et Services dénom-Système d'information des titulaires la Commission. Le 31 décembre 1983, le d'information des ressources de gestion de dorie de la gestion proviennent du Système 1983. Les données sur l'effectif de la catéments et Services Canada au 31 décembre partir des listes de paye d'Approvisionnegouvernement du Canada, qui est etabli a Fichier de reportage sur la population du Les statistiques sur l'effectif sont tirées du

#### Groupe linguistique

Pour ce qui est des données concernant l'effectif et les cessations d'emploi, celles concernant la première langue officielle des employés viennent des listes de paye et des dossiers du Régime de pension de retraite tenus par Approvisionnements et Services. Quant aux données linguistiques relatives à la catégorie de la gestion, elles proviennent des dossiers de la Commission.

Depuis janvier 1981, les donnees sur les anoinees sur les honnees sur le dopei d'opénominations inscrites sur le Rapport d'opénoration de dotation sont rassemblées selon la première langue officielle de l'amployé et incorporées dans le système du l'information che, le Système de gestion de l'information sur les nominations. En 1983, les documents de nomination de 716 employés ne précisaient pas leur première langue précisaient pas leur première langue

Afin de diminuer le nombre de cas ou la première langue officielle des employés est inconnue aux fins de l'établissement des statistiques sur l'effectif et les cessations d'emploi, ces données sont partois tirées d'information sur les langues officielles. En 1983, le nombre de cas où ces données étaient inconnues a été ramené à environ 1,400. Tous les chiffres et tous les pourcentagons au contra les pources données propres linguistiques ont êté cauchés groupes linguistiques ont êté calculés d'après l'effectif connu et non pas d'après d'après l'effectif connu et non pas d'après d'après l'effectif connu et non pas d'après d'après l'etfectif connu et non pas d'après le nombre total réel d'employés.

### Fluctuations de l'effectif

L'effectif régi par la Loi sur l'emploi dans la Fonction publique fluctue d'année en année, en fonction de l'inclusion ou de l'exclusion de commissions, d'organismes et de certains types ou groupes d'employés.

### Réorganisation

rableaux, s'il y a lieu. tion. Des notes a ce sujet accompagnent les bas entièrement compte de la réorganisauees statistiques de ce rapport ne rendent lement déterminé en fin d'année, les donnale. Comme le fusionnement a été officielministère de l'Expansion industrielle régiomerce en une nouvelle organisation, le mique régionale et de l'Industrie et du Comment des ministères de l'Expansion écono-1983 a egalement donne lieu au fusionnetion du projet de loi C-152 le 7 décembre lité d'Affaires extérieures Canada. L'adop-Commerce a été placé sous la responsabiinternational du ministère de l'Industrie et du Au cours de 1983, le secteur du commerce

#### Categorie de la gestion

Les données sur l'effectif de la catégorie de la gestion ont également changé de 1982 à 1983 par suite de l'intégration aux groupes de la direction et de la gestion supérieure professionnels. Bien qu'en 1983 l'intégraton ait été complétée en ce qui concerne le groupe de la direction, le processus n'est pas tout à fait terminé dans le cas du groupe de la direction, le processus n'est pas tout à fait terminé dans le cas du catégorie de la direction, le processus n'est pas tout à fait terminé dans le cas du groupe de la direction, le processus n'est direction ait été de la gestion regroupers environ catégorie de la gestion regroupers environ 4,000 cadres.

#### Données sur les nominations

Les nominations interimaires, qui sont passées d'environ 9,000 en 1982 à 8,000 en 1983, ne sont pas prises en compte dans le calcul du nombre total de nominations et de promotions, de manière à obtenir le nombre réel de promotions qui ont été accordées au sein de la Fonction publique.

de la Fonction publique. nomination de personne taisant deja partie leur nomination sera consideree comme une Chissent ainsi le cap des six mois de service, empioyes sont de nouveau nomines et itansous a ordre pratique. Cependant, si ces trees, en tant que nominations, pour des raimoins de six mois n ont pas ete enregispublique pour une période déterminée de 15,000 nominations initiales a la Fonction que ces dernieres annees, entre 10,000 et 1983. Cette situation est attribuable au fait 1983, ne correspond pas a i effectif de de cessations d'empioi qui ont eu lieu en bre d'employés en 1982, moins le nombre Fonction publique en 1983, ajoute au nomre nombre de personnes nommees a la

clois fédérales et les règlements qui en souvents qui en souvents et les règlements effectifs pulyables. Chacune des lois suivantes en proposes. Chacune des lois suivantes en proposes chains qui, bien que différents, se yauchent;

Loi sur les relations de travail dans la

Loi sur l'administration financière, Loi sur l'emploi dans la Fonction l'lique,

Loi sur la pension de la Fonction publi-  $\ell$  Les autres lois sur les pensions,

i Loi sur les langues officielles.

lectif dont il est question dans le présent soort est conforme aux dispositions du «c-chapitre 045-2 du Manuel de gestion nordu système concerné ou de fout on du système concerné ou de fout tument équivalent.

ils benvent varier. e Secretariat du Conseil, car les effectifs Sliees notamment par Statistique Canada iligur gguz le bresent rapport et celles si più des comparaisons entre les données Juc faire preuve de prudence lorsque l'on grion en conge sans traitement, il taut subje des employes de la categorie de la les données de la Commission tiennent riectif visé n'était pas le même. Par exems. techeillies au meme moment et que liples au fait que les données n'ont pas ie Statistique Canada peuvent etre attri-Sretariat du Conseil du Tresor du Canada Jumission de la Fonction publique, du socinte des données respectives de la

les de l'effectif de la Fonction publique. lute ant les caracteristiques demographiete satisfaits et fournit des renseignesul les pesolus en ressources numaines ila Commission, elle exprime la raçon nines faisant partie de l'effectif » utilisee t: ministères. Quant à l'expression « perinfeut les ressources annuelles allouees uple dans le Budget des depenses repre-3-années dont le Secrétariat publie le livee complete on Lednivalent. Les personalgue nue bersonne employee pour une -suuees. En effet, une personne-annee Lesbougeut bas an nombre de personit fin d'une année. Or, ces données ne de personnes faisant partie de l'effectif exemple, la Commission publie le nom-

# aupinnas! - I un

# Renseignements sur l'effectif

La presente partie du rapport annuel conifient des statistiques détaillées sur les Loi sur fronnaires fédéraux régis par la Loi sur l'emploi dans la Fonction publique. Les dor nées fournies indiquent la répartition des fonctionnaires par modalité d'emploi, minit fère, lieu de travail, saxe, groupe linguistipère, lieu de travail, saxe, groupe linguistique, traitement, groupe d'âge et catégorie et groupe professionnels. Le rapport renferme également des données sur les nom nations, les cessations d'emploi, les appel la formation professionnelle et la formation en gestion, ainsi que la formation en gestion, ainsi que la formation linguistique.

Au sens où elle est entendue ici, la Fonctio.

Publique exclut les employés suivants:

employés nommés en vertu de la Loi por

- une periode determinée de moins de six mois; • personnes nommées par le gouverneur e consell, comme les sous-chefs;
- personnel exclu des ministres;
- membres de la Gendarmerie royale du Canada et des Forces armées canadiennes
- employés de sociétés d'État, telles Air
  Canada et Postes Canada, et de certains
  organismes fédéraux, comme Conseil natio
  nal de recherches Canada.

Elle comprend toutefois le personnel civil dr la Défense nationale et les employés de la Fonction publique travaillant pour la Gendarmerle royale du Canada.

Au 37 decembre 1983, l'Administration fédérale comptait au total 580,731 employés\* (voir la page 50). Les employés de la Fonction publique visés par le présent rapport représentent 38.2 % de ce total ivoir la page 51).

tration fédérale (nº 72-004 au catalogue)

Source: Statistique Canada, L'emploi dans l'Adminis

- Mobilité professionnelle et nominations au sein de la Fonction publique (voir le tableau 31):
- 94.6 % des nominations se font au sein du même ministère,
- nu ans front se tion and ans un ans de font dans un ans de fortes en d
- meme groupe ou sous-groupe,

   56.2 % des nominations se font d'une
  période déterminée à une autre période
- Augmentistion de 8.9 % du mombre des cotobre abgrangues (dota-inoninationes à des postes publishes (10,470 en 1983 par rapper al postes inon inoste selection 388 (voir à froque 168 bisaud su 1982 postes au 1982 pos

### Cessations d'emploi

determinee.

- Diminution de 5.4 % du nombre total des cessations d'emploi incluant les mises en disponibilité : 19,177 en 1983 par rapport à 20,274 en 1982 (voir les tableaux 46 et 48).
- Diminution de 21.2 % du nombre des cessations d'emploi ayant comme motif la démission : 6,608 en 1983 par rapport à 8,387 en 1982 (voir le tableau 48).

# slaqqA

Diminution de 16.8 % du nombre d'appeis interjetés : 2,400 en 1983 par rapport à 2,885 en 1982 (voir le tableau 42).

#### **Formation**

- Augmentation de V.0 % du nombre de Participants à la formation professionnelle : 10,568 en 1983 par rapport à 10,588 en 1980 (voir le fableau 53).
- Diminution de 17.6 % du nombre de participants à la formation inquistique autre que la fournation de base continue, à temps plein, le jour: 8,978 en 1983 par rapport à 10,160 en 1982 (voir le tableau 55).

# Falts à notes

## Effectif

- Diminution de 0.2 % du nombre des employés: 222,044 en 1983 par rapport à 222,582 en 1982 (voir le tableau 1).
- Augmentation de 1.4 % de l'effectif des catégories d'agents: 108.850 en 1983 par rapport à 107,342 en 1982, et diminution de 1.5 % de l'effectif de la catégorie du soutien administratif: 69,703 en 1983 par rapport à 70,757 en 1982 (voir le tableau 10).
- Croissance de U.3 % de la population féminine : 90, 186 en 1983 par rapport à 89,922 en 1982, et augmentation de U.2 % de leur représentation : 40.6 % en 1983 par rapport à 40.4 % en 1982 (voir le tableau 10).
- Croissance de 2.2 % de la population francophone : 60,417 en 1983 par rapport à 69,099 en 1982, et augmentation de 0.6 % de leur représentation : 27.4 % en 1983 par rapport à 26.8 % en 1982 (voir le rapport à 13).
- Augmentation de V.2.0 ab nombre des employés dans la Région de la capitale nationale: 72,150 (ou 32.5 % de l'effectif de la Fonction publique) en 1982 par rapport à 72,042 (ou 32.4 %) en 1982 (voir le fableau 14).

#### Nominations

- Driminution de 13.4 % du nombre des nominations, en particulier les nominations pour une période indéterminée. 86,588 en 1983 par rapport à 100,041 en 1982 (voir le 1983 par rapport à 100,041 en 1982 (voir le
- Accroissement de la proportion des nominee :
   Accroissement de la proportion des nominée :
   Accroissement de la proportion des nominée :
   Accroissement de la proportion des nominée :
   Accroissement de la proportion de la propor
- Diminution de 14.5 % du nombre des mutations latérales (redéploiements): 18,110 en 1983 par rapport à 21,172 en 1980 (voir le tableau 30).
- Augmentation de 5.0 % du nombre des reconductions des per respons à 4.56,088 en 1983 par rapport à 34,289 en 1982 (voir le tableau 30).
- 43.6 % de toutes les nominations sont faites pour la catégorie du soutien administratif (voir le tableau 30).





## Depuis la promulgation de la Loi sur l'accès des renseignements personnels des renseignements personnels

à l'information et de la Loi sur la protection des renseignements personnels, le 1<sup>st</sup> juillet, 1983, le Commission a offert des séances d'information à son personnel afin de s'assurer qu'il est au courant de ses obligations en ce qui a trait à l'application de ces deux lois. De plus, elle a élaboré une marche à suivre pour répondre à une demande de renseignements à l'infention des gestion naires des banques de données et des pariers d'information.

Consciente de la portee de la seconde loi elle equation du personnel, la lyser la partie qui traite de la collecte, de l'utilisation et de la conservation des renseill'utilisation et de la conservation des renseilles.

tontes les demandes de renseignements qui

La Commission poursuit ainsi ses efforts en

vue de fournir des réponses complétes à

lui sont faites en vertu de ces lois.

Langues officielles

La Commission ayant réussi à avoir une proportion élevée d'employés bilingues, le Conseil du Trésor I'a dispensée jusqu'en mars 1987 de lui présenter des plans pluriannuels en matière de langues officielles.

## Relations employeur-employés

En 1983, la Commission a accordé encore plus d'importance au Programme d'aide aux employés. Elle a augmenté les ressources qui y sont consacrées, entrepris une campagne de communications et donné des séances de formation.

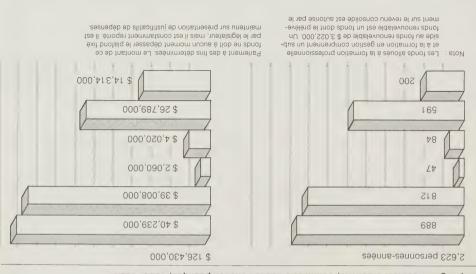
Le comité mixie de consultation de la Commission et les représentants des agents négociateurs es sont réunis à trois reprises au cours de l'année afin de discuter, entre autres, de la santé et de la sécurité au travail, du Programme d'aide aux employés, de la formation, ainsi que de l'appréciation du rendement des employés. Les comités mixtes de consultation de chaque direction générale se sont également rencontrés afin d'échanger leurs vues sur des questions d'ièrièt réciproque.

## Egalite d'accès et action positive

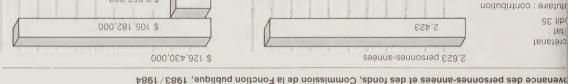
La Commission s'emploie activement à accroître le taux de représentation des accroître le taux de représentation des mujochtones, des handicapés et des femmes au sein de la catégorie de la gestion. En 1983, les femmes comptaient pour 13 % du groupe de la direction, comparativement à 10 na et la la cours de l'année, la Commission a 1982. Au cours de l'année, la Commission a pris des mesures relatives à la dotation et à la formation pour s'assurer que tous les acont pris en considération lors des cont pris en considération lors des nominations.

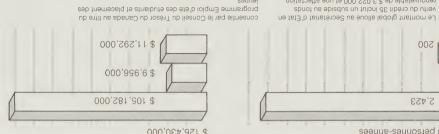
Parailèlement au programme d'égalité d'accès, la Commission a pourcuivi son programme d'accès, la Commission a pourcuivi son programme d'action positive, mis sur pied en sur ju 1982. Une étude détaillée de l'effectif et des systèmes actuels de gestion du personnel a révèle la nécessité de modifiler certaines pratiques d'emploi pour assurer qu'il n'existe pas d'obstacles à l'emploi ou à la promotion des membres des groupes sous-représentés au sein de la Commission. Des recommandations ont êté formulées à cet recommandations ont êté formulées à cet egant de un plan d'action sera élaborié d'ici la fin de l'exercice 1983/1984.

## fectations budgetaires par grand secteur d'activité, Commission de la Fonction publique, 1983 / 1984 l aupidde



aphique 2





spéciale de dix personnes-années et de \$ 96,000 vertu du crédit 35 inclut un subside au fonds renouvelable de \$ 3,022,000 et une affectation

gramme des セセノ 000'106'88 \$ ənbiisin mation 889 personnes-annees 000'682'01/\$ ectations budgetaires liees aux langues officielles, Commission de la Fonction publique, 1983/ 1984 g anbiude:

000'898'8 \$ 25,975,000 Du 1er avril au 30 septembre 1983, 17 person-8/ 19

a carrières

noitatner gramme sawuou sa

eldblevuoi spt

destion tormation

allennoissatc rmation

ministration

sətənb te sled

rification

noitation

licielles sənbu

signx des employes k régimes d'avantages

ance officielles -

dans le cadre du Programme d'orientation des nes- années ont été transférées a des minisféres

## Vérification interne

En 1983, la Direction générale des programes de la catégorie de la gestion et le Cctre de perfectionnement des cadres — Touraine ont fait l'objet d'une vérification complète. Des projets pilotes de vérification ont èté entrepris à l'automne de 1983 à l Direction générale des services et systèms de gestion, dans le cadre de la nouvelle approche de vérification.

en difficulte, des modifications proposeest et une description plus prècise des secteis de la communication entre les intervenant avantages, on constatera une amelioratio le brocessus cyclique habituel. Parmi les l verification et ne sera pas tenu de respect les domaines qui doivent faire l'objet d'ur de la direction. Un haut comité détermines sonblesse à l'égard des principaux besoit tion, on tera preuve de sensibilité et de les. Dans le choix des priorités de vérifica tionnel que des structures organisationne davantage compte du cadre du plan opéhumaines. La nouvelle vérification tiendre out mis a rude épreuve les ressources anppiementaires en matiere de verificatio cation complete. Loutefois, les exigences tratives ont fait l'objet d'au moins une véilans. Depuis 1977, toutes les unités admingénérales de la Commission pendant ciné un examen cyclique de toutes les directids Les verifications precedentes comportaiet

## Relations publiques

propositions.

La Commission à adopte une nouvelle prisentation pour les annonces d'offres d'emploi. L'image de marque de la Fonct, publique s'en trouve améliorée en matilers de publicité pour le recrutement, et les tra seront réduits de quelque 25 %. Afin publicité, la Commission à établi de nouveaux contrôles en ce qui à trait à l'effica veaux contrôles en ce qui à trait à l'effica cité des annonces et au choix des médiat

bersonnes chargees de donner suite a ce

de la responsabilité que devront assumers

## Ressources humaines

Conformement à l'importance accrue acc dée à la gestion des rescources humaines dans la Fonction publique, la Commission, continué d'améliorer ses méthodes de ge tion du personnel. Dans le but de rendre le agents du personnel plus conscients des responsabilité de ces derniers dans le sed reur de la gestion du personnel, la Commi sion affectera en 1984 des agents du persion affectera en 1984 des agents du per-

De plus, la Commission a établi un systèri d'information automatisé permettant aux gestionnaires d'obtenir rapidement des de nées à jour concernant les absences et le congès des employés.

les principales caractérisfiques du nouveau système de gestion intégré entièrement fondé sur le cadre du plan opérationnel ont été approuvées et sont actuellement diffusées à tous les paliers de la Commission pour mise en œuvre. D'importants prodes plans des rescomplis dans l'intégration des plans des rescources humaines et des langues officielles au plan de travail annuel. Cette étape a permis de rationaliser considerablement le processus de planification et d'érablement le processus de planification et d'érablement de la Commission;

 un projet aur l'organisation de la fonction évaluation de programme a été élaboré de même qu'une structure des composantes de cette fonction.

## Ressources et mesures d'austérité

Le budget de la Commission pour l'exercice 1983/ 1984 prévoyait des dépenses de \$1983/ 1984 prévoyait des dépenses contributions aux régimes d'avantages sociaux des employés) et un contingent de 2,623 personnes-années, comparativement à personnes-années, comparativement à \$M 106.8 et 2,607 personnes-années en \$1982/ 1983.\*

Le fonctionnaire administratif en chef a demandé aux gestionnaires de contrôler rigoureusement leurs dépenses et de présente des rapports trimestriels sur les efforts qu'ils déploient pour réduire les coûts discrétionnaires, ainsi que sur les économies qu'ils ont effectivement réalisées.

En 1983/ 1984, des économies de \$500,000 seront réalisées dans la publicité \$500,000 seront réalisées dans la publicité de recrutement. En outre, le budget a été réduit de \$235,000 par suite du blocage, par le Conseil du Trésor du Canada, des crédits affectés à certaines activités prévues. Au cours de l'examen des activités ont prévu des économies supplémentaires ont prévu des économies supplémentaires on milleu de l'exercice, les gestionnaires ont prévu des économies supplémentaires de entre autres : déplacement ; \$107,685; entre autres : déplacement ; \$107,685; blement de bureau : \$28,933; administrablement de bureau : \$28,933; administration : \$32,500.

\* L'augmentainon de la personnee-années (0.6 %) est auturul attribuable à la différence entre affectées de Bostonnes-années affectées au programme de 68 personnes-années affectées au Programme de 17 personnes-années affectées au Programme aux programmes des personnes handicapées et une réduction résultant du transfert à d'autre aministères du Voirentainon des carrières, de la compression de de 17 personnes-années affectées au Programmes de la Quitte de la Qualitation des carrières, de la configuration de la gestion et de la Carrière de la Carrière de la Gestion et de la Gestion et de la Gestion de la Gestion

L'augmentation de \$M 9.7 (9.1 %) au titre des dépenses des necrites dans le budget est attribusble à la différence mence entre un supplement de dépenses de \$M 8.7 résultant de l'infliation et de \$M 3.1 affectés aux pronérainn de l'action positive et des handicapés, et un résultant de l'action positive et des handicapés, et un résultant de la compression genérale des réduction résultant de la compression genérale des dépenses de \$M 0.7 M 3.2 m 3.

er dans les rapports precedents. le constate dans le présent rapport annuel entreprises au cours des années, comme on table d'activités supplémentaires ont été qiminuera pas. En fait, un nombre considegans aucun des secteurs de services et ne cuarge de travail n'a cependant diminue sees a ete ramene de 3,942 a 2,623. La on le nombre de personnes-années autoriété le cas entre 1977/1978 et 1983/1984 rife et les compressions budgetaires. Cela a tation efficace malgré les mesures d'austètion des ressources et d'assurer une exploiprendre des décisions éclairées sur l'utilisagestion integre a permis a la direction de été marquants. Depuis 1977, le système de résultats des quelques dernières années ont et la plus grande efficience possible. Les soient utilisées avec la plus grande efficacité gestion interne de façon que les ressources continue de systématiser ses méthodes de La Commission de la Ponction publique

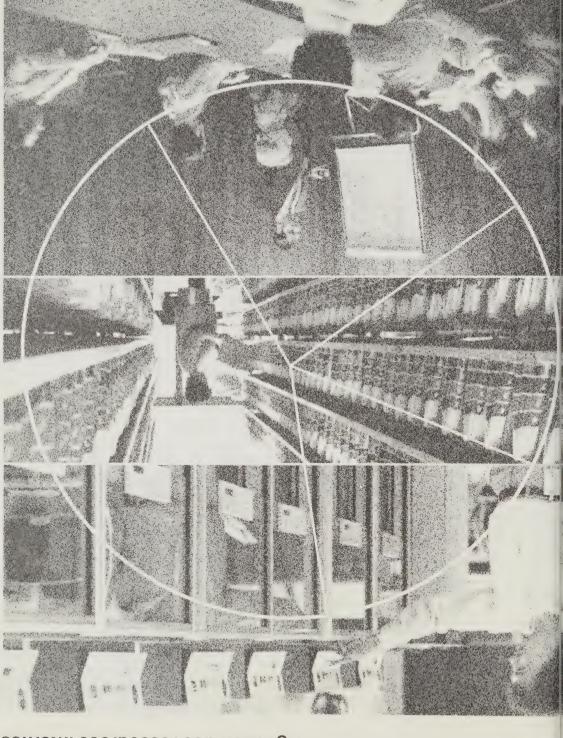
### Mèthodes de gestion

Au cours de l'année, la Commission a continué à renforcer ses méthodes de gestion nué à renforcer ses méthodes de gestion dans le cadre du Programme de perfectionnement des pratiques et contrôles de gestion. Le plan fut approuvé conjointement par le président de la Commiston, à titre de fonctionnaire administratif en chet, et par le contrôleur général du char, et par le contrôleur général du dans les cinq secteurs suivants: élaboration du système de gestion intégré, évaluation des programmes, administration financière, verification intégré, évaluation des programmes, administration financière, verification interne.

jusqu'à ce jour : Les resultats suivants ont ête obtenus

l'elaboration defaillee du cadre du plan
opérationnel est presque ferminée et les trawaux se poursuivent pour déterminer et formuler les données d'ensemble nécessaires à
la planification et au contrôle des ressources. Les lignes directrices et les définitions
ont également la justification des ressources
ont également la justification des ressources
ont également la justification de principe du comité de direction;

## La gestion des ressources internes



### Contrôle de la qualité

En avrii 1983, la Commission publisit le manuel de l'approche systémique à la formation qui a été diffusé dans tous les minisfères. Depuis sa parution, les auteurs ont organisé des séances d'information sur cette méthode dans 22 ministères.

Pour veiller à ce que la formation réponde aux exigences de chaque fâche, l'équipe chargée de l'analyse des professions a réalisé une étude sur la fonction de gestionne des membres de la catégorie de la gestion, des seurs et procéde actuellement à une analyse des besoins liés à l'informatique.

De plus, il convient de noter la validation, en 1983, de deux cours, Programme d'orienta-riese et Introduction à la programmation.

### gnqdet

Tout comme en 1982, la Commission a pu offuir formation et perfectionnement en équiibitant son budget établi suivant la méthode de financement du fonds renouvelable. En 1983 / 1984, la Commission a limité l'augmentation des frais de cours à 6 % et en 1984 / 1985, la majoration sera de 5 %, conformément à la politique du gouverneconformément à la politique du gouvernement relative aux 6 et 5 %.

« ... une division de la formation du personnel fut établie le 1ºº avril 1947. Cette division encourage la formation et coordonne et seconde les personnels des ministères qui se livrent à ce genre de travail dans tout le Service. » (Rapport annuel, 1947)

La Commission s'emploie actuellement à repenser ces derniers cours en fonction des principes de l'approche systèmique à la fortimetipe de la processions liées à la fonction de gestion dans la Fonction publique. Les nouveaux cours seront offerts pour la premouveaux cours seront offerts pour la premoise fois en avril 1984.

## Pour les agents de tormation

En 1985, la Commission a terminé l'élaboration de trois cours pour agents de formation et procédé à leur mise à l'essai. Ces cours, et procédé à leur mise à l'essai. Ces cours, Analyse et élaboration des activités de formation et saluation, Tenue des activités de tormation et vaildation des activités de formation, Italient de façon approfondie de l'approche systèmique à la formation, ils ont l'approche systèmique à la formation. Ils ont été conçus pour donner suite au Programme d'amélioration de la compétence des moniteurs et des instructeurs et au Programme d'accréditation en formasion et en perfectionnement des agents de personnel, programmes qui relèvent du Secrétariat du Conseil.

Il y a lieu de souligner qu'au cours de cette année, la Commission a réalisé deux prosensée, la Commission a réalisé deux prol'autre avec celui du Bureau du Contrôleur général du Consistaient général du Conseil. Ces projets consistaient à efflectuer à l'intention des ministères une étude sur les normes de rendement des agents de personnel responsables de la formation et du pertectionnement ainsi qu'à mation et du pertectionnement ainsi qu'à élaborer un guide sur la vérification intègrée de la fonction de formation. Ce guide sera de la fonction de formation. Ce guide sera dèbut de 1984.

<sup>&</sup>quot; L'approche systemque a la formation est un cadre de gestion permettant de grouper et de présenter dans l'ordre, les différentes étapes de la formation, soit : la recherche, l'elaboration, la prestation, l'evaluation et la prise de décision.

annuel, 1946) dans tout le Service civil. » (Rapport longera rapidement ses avantages lignes. Le fort appui qu'il a reçu protenant accepté dans ses grandes « Le principe de la formation est main-

tionnaires intermédiaires et 79 superviseurs.

1983

1982 et 1983.

pects à l'évaluation finale de la compé-nce en langue seconde des fonctionnai-

giers et formation linguistique, la Commis-

vant pu faire la jonction entre besoins lan-

on étudie la possibilité de lier ces deux

stspectives d'avenir

tien et l'aide nécessaires pour leur permettre La Commission offre aux ministères le sou-

	11,000 employés ont suivi 578 cours. Le tableau ci-aprés donne le nombre et le pourcentage de cours par matière pour	pour la première fois en 1983. Ces deux cours, qui deviendront obligatoires en 1984 ont été bien accueillis et ont attiré 267 ges-
	tâches liées au travail. En 1983, près de	politique du Conseil du Trésor et offerts
	ces exigées pour bien remplir certaines	seurs ont été élaborés conformément à la
	aux principales connaissances et compéten-	gestionnaires intermédiaires et les supervi-
	classés par domaines qui correspondent	Les cours d'orientation en gestion pour les
	Les cours donnés par la Commission sont	
	Cours et services	des sous-ministres adjoints.
		de deux cadres du secteur privé au cours
	mation du personnel.	plus, soulignons la participation cette année
	seil du Trésor du Canada en matière de for-	celui à l'intention des cadres de gestion. De
	que et aux orientations fournies par le Con-	l'intention des cadres de direction et 341
	leur bonne marche conformément à la politi-	sous-ministres adjoints, 331 le cours à
	d'assurer les services de soutien essentiels à	bre, 45 ont suivi le cours à l'intention des
	cours et des programmes de formation et	toire d'orientation en gestion. Sur ce nom-
	concevoir, d'élaborer et de donner des	valents ont participé au programme obliga-
	La Commission a continué, cette année, de	gestion ou fonctionnaires des niveaux équi-
		En 1983, 717 membres de la catégorie de la
ins toutes les situations qui s'offriront à lui.	annuel, 1942)	Orientation en gestion
ire à utiliser sa seconde langue officielle	de ces catégories. » (Rapport	
milieu de travail encourage le fonction-	ouvert des cours pour les employés	
is aup àruse sera assuré que si	mise du ministère du Travail [] a	fonctionner les nouvelles machines.
iblic canadien. Toutefois, le succès de la	Ottawa, la Commission par l'entre-	et les compétences à acquérir pour faire
rvice bilingue qu'ils doivent fournir au	graphes et de dactylographes à	programmes seront axés sur la bureautique
e les fonctionnaires plus responsables du	« Pour s'assurer une réserve de sténo-	compétences des employés de soutien. Ces
ectifs linguistiques poursuivis et de ren-		nouveaux programmes visant à parfaire les
boucle, d'atteindre encore mieux les	ment professionnels.	la Commission est en train d'élaborer de
ents en un système permettrait de boucler	en matière de formation et de perfectionne-	Outre les cours qui figurent dans l'annuaire,
5. Il semble que l'integration des trois ele-	de repondre aux besoins des Tonctionnaires	

Total	867	0.001	978	0.001
Systèmes du gouvernement	Ļ	2.0	0	0.0
Perfectionnement individuel	91	0.8	15	9.2
Approche systémique à la formation	ļ.	2.0	9	1.1
Gestion du personnel	132	1.72	123	26.6
Séminaires	0	0.0	3	6.0
Gestion du matériel	91	3.2	81	1.8
Secrition des finances	83	7.91	16	15.8
Informatique	88	7.71	66	S.71
Théorie et pratiques de gestion	156	25.3	140	24.4
Orientation en gestion	33	9.9	09	7.8
	conts		conts	
conte	ap algN	0/_	an aign	0/

1985

## Un lieu privilégie

Pour mettre au point son nouveau programme d'étude, la Commission a tiré palde son centre linguistique principal de la Région de la capitale nationale, où se la fois le jour et 500 le soir), des professeret des services d'appoint. Ce centre devier donc un des lieux privillégles pour l'apprentissage d'une langue seconde et pour l'esde méthodes et de matériel pédagogiques

## Le processus d'orientation

L'année 1983 nous a permis de constater, les effets bénéfiques des changements paportés en 1982 au processus de défemination de l'aptitude à apprendre une autré langue. Rappelons brièvement que depuissébut de l'année, les ministères peuvent, i l'aptitude en langue seconde à partir des l'aptitude en langue seconde à partir des guistiques et des fests diagnostiques. C'ei sinsi que le nombre de demandes d'oriention en attente a été considérablement tion en attente a été considérablement récultat.

il est pon de preciser que le processus d'orientation ne consiste pas uniquement établir des pronostics en regard de l'aptitique à apprendre une langue seconde. La candidats aptes à la formation linguistique candidats aptes à la formation linguistique man et commandation au sujet de la méthode la plus susceptible de convenir à son mode d'apprentissage, du rythme option me contract de la prentissage de la propriet de la

dnes siusi dne qe ja ječou a jadnelje il doil

wsi a scanisition des competences inguis-

## Inscription aux cours

commencer son apprentissage.

Le nombre d'inscriptions aux cours contites a sugmenté légérement en 1983, 3,229 in cirptions contre 3,098 en 1982. Quant au inscriptions aux autres cours, elles ont êtie limitées à 8,978, par rapport à 10,160 en 1982, en raison du transfert de rescources des cours autres que continus aux cours continus afin d'accommoder le nombre continus afin d'accommoder le nombre continus afin d'accommoder le nombre consissant de fonctionnaires participant à ca derniers.

Le Programme superieur de formation linguistique a accueilli 42 participants cette année. Les ministères gagneraient à faire une plus large utilisation du Programme q depuis 1982, leur offre le moyen d'amélion sensiblement les compétences en langue seconde de leur personnel.

Le programme d'enseignement de l'anglais langue seconde a révisé le cours de base et à élaboré un cours de correspon-tive de même qu'un cours de correspondance gouvernementale. Ces cours seront donnés d'ici un an et demi.

« Le projet pilote (en 1964) comprenait 5 professeurs et 42 étudiante inscrits à des cours à temps complet ou à temps partiel [...] on adopts diverses formes de cours d'immersion dès le début de 1968-69. » (Rapport annuel, 1968)

français langue seconde a connu de son côté l'implantation des modules Langue de travail. Ces modules, qui prennent la forme d'atéliers orientés vers un domaine spécifique de travail, ont pour objet de préparer les étudiants à accomplir en français les tâches requises par leur poste. Ils s'intègrent à la formation linguistique à partir du grent à la formation linguistique à partir du

Le programme de formation linguistique en

moment ou l'étudiant a la maitrise de certai-

Au moyen de techniques d'auto-apprentissage, la Commission vise à inculquer au fonctionnaire le souci de conserver et d'améliorer son acquis en langue seconde lorsqu'il retourne au travail.

nes habiletes de base.

Le projet Standards, testre et tormation tournira une description des exigences langagieres des postes identifiés bilingues à la Fonction publique, à partir de trois grands types de fonctions : prise de décision, planification et élaboration, et exécution. Cette analyse a déjà relevé un certain nombre d'activités professionnelles et d'objectifs de communication propres à chacun des types. La mise en œuvre de ce projet aiders à préciser les besoins de formation liés aux postes, à étabilir des cours axés encore plus sur le travail des fonctionnaires ainsi qu'à donner un enseignement plus efficace.

Cette description pourra aussi servir éventuellement à l'élaboration de normes de foration mieux adaptées au milleu de travail et à la certification linguistique des fonctionnaires ayant terminé leur formation.

## порокт киев не сепрепитор

Pour appuyer l'action des ministères en matière de langues officielles, la Commission de la Fonction publique a poureuivi la sion de la Fonction publique a poureuivi la réforme de son programme d'étude, renfortécome de son programme d'étude, renfortangagiers des fonctionnaires et l'enseigne-langagiers des fonctionnaires et l'enseignement u'orientation pédagogique des entièrement l'orientation pédagogique des soncis, elle y a ajouté une nouvelle dimension, la langue de travail. Tous les aspects sion, la langue de travail. Tous les aspects du nouveau programme d'étude ont maintennant été implantés.

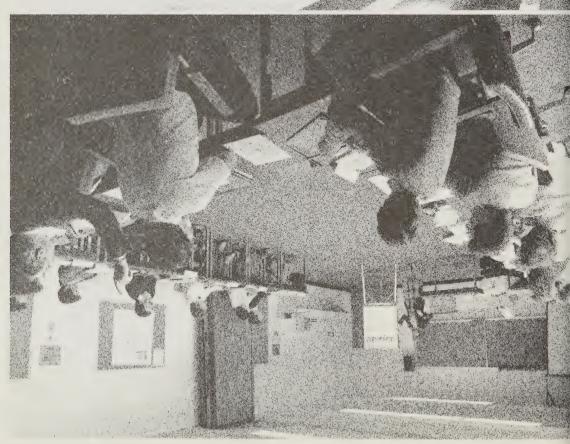
## Le feuillet d'identification des besoins langagiers

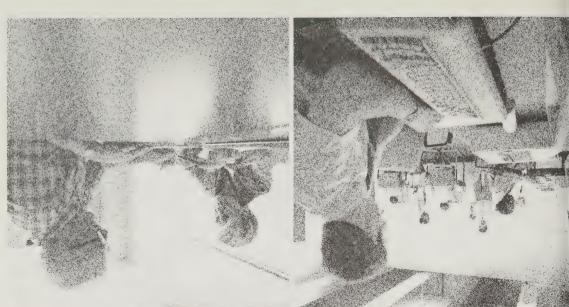
son degre d'utilisation. ine presentement la qualite de cet outil et de leur apprentissage. La Commission evaainsi assumer davantage la responsabilite avec l'aide de leurs professeurs, peuvent des exigences de la direction, les etudiants, Conscients des nécessités de leur poste et pesolus des etudiants et des ministeres. blans de tormation efficaces et adaptés aux vail. De plus, le feuillet sert à élaborer des ntilisera sa seconde langue officielle au trauer les situations précises ou un employe reels du poste en langue seconde et de cerdiants éventuels de réfléchir aux besoins Loccasion aux gestionnaires et aux etupesoins langagiers. Ce formulaire fournit l'utilisation d'un teuillet d'identification des La première étape de ce changement a été

«... pour la première fois, on a eu une promotion nombreuse d'élèves ayant suivi le cycle complet des cours de langues dans la Fonction publique [...] fut inauguré officiellement out intièrement nouveau qui utilise la culture canadienne-française à des fins pédagogiques. » (Rapport annuel, 1971)

Un programme d'étude plus réaliste a le programme d'étude de la Commission a change considérablement d'orientation en trois ans. Les fondements mêmes du programme sont nouveaux; l'enseignement n'a gramme sont nouveaux; l'enseignement n'a gramme sont nouveaux; l'enseignement n'a mais surtout de l'amener à développer des habiletés de communication directement habiletés de communication directement

## La formation des fonctionnaires







La Commission a accueilli une plainte de discrimination portée par une employée discrimination portée par une employée a été classifié au niveau 2 alors que ses fonctions correspondaient à celles d'un poste de niveau 3. Afin de corriger cette erreur, le ministère a reclassifié son poste à sec avec effet rétroacht et l'a indemnisseu avec effet rétroacht et l'a indemnisse avec effet rétroacht et l'a indemnisse pour les pertes de traitement.

qou bont l'indemniser des pertes de salaire is piaignante au poste avec palement d'un d'accord avec ces conclusions et a nomme déterminée. Le ministère s'est déclaré q, embloyee nommee pour une periode fonctions de taçon satisfaisante à titre ressée indique que celle-ci a exercé ses alors que le rapport d'évaluation de l'intél'empêchait d'offrir son plein rendement s'imaginait que l'incapacité de la plaignante L'enquête a révêlé qu'un membre du jury pednilles, ce qui entrave sa mobilite. sidne l'obligeant à l'occasion à utiliser des fait qu'elle est atteinte d'une incapacité phyete victime de pratique discriminatoire du période indéterminée. Elle a prétendu avoir conta et n'a donc pu être nommée pour une ecuone a la partie connaissances d'un connommee pour une periode determinée, a La plaignante, une handicapée physique

qu'elle a subies pendant les six mois où elle

aurait du occuper le poste.

## Antidiscrimination

En 1983, la Commission a reçu 385 plaintes contre 329 en 1982, soit une augmentation de 17 %. Elle a examiné 657 dossiers par rapport à 505 l'année précédente, une augmentation de 30 %, et elle a classé 232 dossiers d'enquéte comparativement à 233 en 1982. Elle a reçu 774 demandes de rensaignements contre 442 en 1982, soit une augmentation de 75 %. La plupart des plaintes de discrimination concernaient dans l'ordre, comme en 1982 : la race, la couleur et l'origine nationale; le sexe; l'âge; et la déficience.

La Commission a surtout reçu des plaintes de harcèlement. Cent cinquante et une plaintes de harcèlement ont été reçues en 1983 comparativement à 55 en 1982, soit 1983 comparativement à 55 en 1982, soit atribuable à la publication de la brochure attribuable à la publication de la brochure harcèlement en milieu de travail. La Commission a également reçu des plaintes concernant le manque d'équité, l'autorisation a écuritaire, les stages probatoires, les relacitors interpersonnelles et les évaluations du rendement.

Voici un échantillon des plaintes que la Commission a réglées en 1983.

Une plainte concerne une femme, commis aux écritures, qui avait remis as démission à cause de contraintes physiques et morales aftribuables à des conditions de travail into-lérables. La plaignante avait en vain prié la direction de faire cesser le harcélement par son superviseur. L'employée a été réinté-équivalent pour lequel elle était qualitiée. De équivalent pour lequel elle était qualitiée. De plus, le ministère a invité un agent de la plus, le ministère a invité un agent de la suivié un agent de la se es égionaux de programmes pour les eactionnais.

Une plainte de harcelement personnel qui a nui à la santé d'un employé a été réglée à ait eagrant a l'amiable par foures les parties sans qu'il y ait eu enquête. Le plaignant a été affecté à un nouveau poste, de même niveau de clastification et traitement, mais sous la direction d'un autre superviseur.

produirait plus. se en noitautie selle situation ne se agissait d'une erreur de bonne foi, et non ont rescinder l'avis de mise à pied : il tion de 20 %. Des mesures furent prises lume de travail, mais plutôt une augmenub notata qu'il n'y avait pas de diminution du nmission fasse enquête. Le ministère manda à revoir la situation avant que la une diminution du volume de travail, mais ii indiqua que la mise à pied résultait sudnețes communidas avec le ministère oir obtenu gain de cause. Un agent lard pour s'être plaint antérieurement et nos é sailles à rout de représailles à son isé de sa mise à pied imminente et que ce les mois plus tard, alléguant qu'il avait été sugme commis tit une autre plainte quel-

ne plainte touchant des nominations par us-dissement, c'est-à-dire à un niveau bjet u'une enquète à combler, tit blet u'une enquète qui conclut qu'une lle méthode de nomination était en violanne le methode de nomination était en violanne le passe à la nable de nominations de cette nature rable de nominations de cette nature inction publique, la Commission demanda nocion publique, la Commission demanda consesil du Trésor du Canada d'etablir un coessus de classification permettant present de classification permettant present le niveau d'un poste.

ne plainte a été reçue relativement au rejet mocurs ouvert fouchant deux centres ambloi dans des zones contigués.

Transploi dans des zones contigués.

Transploi dans des zones contigués.

Transploi dans des zones qui, auparient, forsient une seule et même zone. Le territoire sei de découpé en deux zone. Le territoire sient une seule et même zone. Le territoire si, le recrutement s'était fait conforménique de donner aux résidents de la zone arenvie par un bureau local. De plus, le servie par un bureau local. De plus, le signant avait échoué à un test de la zone aphie et, à ce titre, n'était pas qualifié. La aphie et, à ce titre, n'était pas qualifié. La sphie et, à ce titre, n'était pas qualifié. La signant avait échoué à un test de dactylo-

Le comité d'appel a rejeté cet argument, ad'appel a rejeté cet argument. Puisqu'un concours avait eu lieu, un droif d'appel avait procédé à certe sélectic ministère n'avait procédé à cette sélectic que pour confirmer sa sélection antérieur, de l'employé nommé et qu'il avait agi de façon irrégulière pour priver l'appelant de son droit d'appel.

Le comité d'appel a conclu par ailleurs qà la conclu par ailleurs de la concoure était trop restreinte qu'elle violait les lignes directrices énonces en la matière par la Commission dans soprincturent de délégation.

L'appel a donc été accueilli.

## Enquêtes

parativement aux 524 dossiers fermes er 1982, elle en a classe 411 cette année.
En 1983, 21 % des plaintes étaient fon-feglées autrement. Ces pourcentages se; comparent à ceux de 1982, Au cours des comparent à ceux de 1982, Au cours des

qu'en 1982, et a ouvert 490 enquêtes. Cm-

En 1983, la Commission a reçu 928 plaint. tes, c'est-à-dire à peu près le même nomre

dées, 60 % ne l'étaient pas et 19 % ont le dées, 60 % ne l'étaient pas et 19 % out le réglées autrement. Ces pourcentages se comparent à ceux de 1982. Au cours des années, la proportion des plaintes jugées fondées après enquête s'est maintenue à une sur cinq.

On trouvera ci-dessous un échantillon de plaintes traitées en 1983.

pouvoir de faire. L'enquete a conclu que nomination, ce que seule la Commission centrale. Ceci equivalait a revoquer une ent l'ordre d'un superieur de l'administratu onrepasse ses pouvoirs en retirant l'ottre avant sa revocation, Le gestionnaire avait I office avait ete acceptee deux semaines a empioi en ponne et due torme et que indeterminee en lui faisant une offre et bien nomme l'employe pour une périod r. eudnete a revele que le ministère avait 🕊 q employe pour une periode determinee. er garde i employe en service, mais a titre nomination. Il a alors annule l'ottre d'empi du il n etait pas autorise a faire pareille Jours pius tard, son superieur a constate bont une periode indeterminee. Quelques a la sulte d un concours, il a ete nomme empioye pour une periode determinee, mis ministere. Le commis etait, à l'origine, q, nu commis q, nu priceau regional d'un One enquete a eu lieu relativement au stat

beriode indeterminee.

comme un employé nommé pour une remploye devait toujours etre considere

Le comité a conclu également que l'appelant était partiellement à blàmer pour avoir refusé d'identifier la personne qui avait dit les mots grossiers. Le syndicat de l'appelant devait également assumer une partie de la responsabilité au motif qu'il avait refusé de reponsabilité au motif qu'il avait refusé de permettre à ses membres de collaborer à l'enquête interne.

Le comité d'appel a déploré la tentative de Service correctionnel de transférer le dossier de l'enquête interne d'un fichier accessible à un fichier non accessible pour en limiter la consultation.

Le comité d'appel, ayant conclu qu'Evans avait été évalué injustement sur le plan des qualités personnelles lors du concours, a accueilli l'appel.

Les représentants des parties ont demandé le maintien de la nomination initiale. Le comif d'appel a recommandé la constitution d'un nouveau jury de sélection qui serait composé d'un agent de la Commission agissant à titre de président, d'un employé de Service correctionnel n'ayant fédéral de l'extérieur du ministère, et qui fédéral de l'extérieur du ministère, et qui serait chargé de révaluer les qualités personnelles de l'appelant, sans tenir compte sonnelles de l'appelant, sans tenir compte de l'extérieur.

Barsky (RS-27-CSC-5X)

Dans cette affaire, I'appelant a interjeté
appel de la nomination intérimaire qui a suivi
appel de la nomination intérimaire qui a suivi
un concours dont il a été éliminé à la présélection. Aucun avis de droit d'appel n'a été
affiché. L'appelant s'est désisté lorsque le
affiché. L'appelant s'est désisté lorsque le
ministère l'a informé qu'il devait attendre
pour faire appel que quatre mois se tussent
pour faire appel que quatre mois se tussent
écoulés depuis la date de la nomination.

Le ministère a ensuite modifie avec ettet rétroactif la date de la nomination et a affiché un avis de droit d'appel. L'appelant a déposé un nouvel appel dans le délai fixé.

A i audience, le ministere à soutenu que pappelant ne jouissait pas du droit d'appel étant donné qu'il ne se trouvait pas dans la zone de concours. Le ministère à également contesté l'existence d'un droit d'appel puisque d'après le bulletin Dotation intérimaire la Commission, une nomination intérimaire la Commission intérimaire devait être sans concours et par conséquent n'étaite sans concours et par conséquent n'était pas susceptible d'appel quoi-

dat mérite d'être nommé. voir avec la question de savoir si un candide conditions artifiticielles qui n'ont rien à ne doit pas se préoccuper de restrictions ou res uniformes; dans son evaluation, le jury chaque candidat par l'application de critéluer le mérite ou les qualités intrinsèques de nue eudnete; la tonction du jury est d'évaorganisme quasi judiciaire habilite a mener estimé que le jury de sélection n'est pas un tacts avec les detenus. La Cour supreme a établissement pénitencier ni avoir des conl'effet qu'il ne devait ni travailler dans un commissaire aux services correctionnels a qui avait motivé la restriction imposée par le d'une émeute dans une prison, affirmation taire voulant qu'Evans ait été à l'origine de l'affirmation d'un sous-comite parlemenmener une enquête pour vérifier la véracité sélection n'avait pas à entendre Evans ni à La Cour suprême a convenu que le jury de

De l'avis de la Cour suprême, le comité d'appel, étant donné sa nature quasi judiciappel, étant donné sa nature quasi judicialité, n'aurait pas dù accepter l'affirmation apprécié le mérite d'Evans, ll ne pouvait prendre une décision à ce sujet que suite à une enquête sur l'exactitude de l'affirmation du sous-comité concernant l'appelant.

La Cour suprême a donc renvoyé la cause au comité d'appel pour qu'il termine son enquête visée à l'article 21 de la Loi sur l'emploi et décide de la candidature d'Evans au poste, conformément à cet article.

## Decisions des comités d'appel

Evans (80-21-CSC-10)

Conformément à la décision de la Cour
auprème résumée ci-descus, le comité
d'appel de la Commission a revu le cas de
l'appelant pour déterminer s'il avait de fait
provoqué ou non une émeute.

Apres audition des temoignages, le comité a conclu que ce n'étàit pas Evans qui avait prononcil que ce n'étàit pas Evans qui, dit-on, prononcé les mots grossiers qui, dit-on, avaient provoqué l'émeute. Le comité parconstaté également que le sous-comité partiementaire s'était fondé sur un rapport d'enquête de Service correctionnel Canada simples oui-dire des autorités de la prison et sur les conclusions étaient basées sur de simples oui-dire des autorités de la prison et plus, ni l'enquêteur de Service correctionnel ni le sous-comité parlementaire n'avait donné à l'appelant Evans la possibilité d'être entendu.

La Commission est persuadée que la nouvelle stratégie permettra de réduire le nombre de plaintes officielles et d'appels qui lui sont présentés sinsi que le temps et le coût de leur réglement.

## **alaqqA**

La Commission a précisé cette année les critères d'établissement des comités d'appel ainsi que les méthodes de traitement des documents présentés comme documents d'appel. Ces mesures visent à documents l'équité dans l'examen des appels et l'établissement de comités d'appel lorset l'etablissement de comités d'appel lorset l'etablissement de comités d'appel lorset le circonstances le justifient.

tage disposés à contester les sélections faiq, avancement, les employes sont davandn, eu raison des possibilités réduites baissé que de 16.8 %. Tout porte à croire 24.8 %, le nombre d'appels interjetés n'a sejection susceptibles d'appei a diminue de appel. Meme si le nombre de methodes de ou 6.6 % avaient entraîné le dépôt d'un lieu a des appels, tandis qu'en 1982, 1,342 ennob ino % 8.7 uo sebodiem 881,1,8891 objet d'un appel a augmenté de 1 %; en nombre de méthodes de sélection ayant fait d'appel baissait de 20,313 à 15,275. Le qe methodes de selection susceptibles 1982 à 2,400 en 1983, alors que le nombre re nombre d'appels est passe de 2,885 en

Sur les 2,400 appels interjetés en 1983. 2,331 l'étaient à l'égard des méthodes de de l'article 21 de la Loi sur l'emploi dans la Fonction publique et 69, au sujet des recommandations de renvoi ou de sujet des recommandations de l'article 31.

res on buobosees.

Le nombre de décisions rendues par les comités d'appel cette année a diminué de 26.5 %. Il est passé de 1,402 en 1982 à 1,030 en 1983. Sur ce nombre, 749 décisions, soit 72.7 %, ont été rendues dans les 10 jours ouvrables qui ont suivi l'audition de l'appel.

On trouvera ci-apres le resume d'un jugement de la Cour suprême du Canada et de deux décisions rendues par des comités d'appel en 1983.

## Décision de la Cour suprême

Evans c. un comité d'appel (dossier 16670)
L'appelant Evans a interleité appel devant la Cour suprême du Canada d'un arrêt de la Cour d'appel fédérale qui avait confirmé la sion, à l'effet que le candidat n'avait pas été incorrectement évalué par le jury de sélection qui lui avait refusé une promotion au poste d'agent principal de correctement caus de la candidat n'avait pas été incorrectement évalué par le jury de sélection qui lui avait refusé une promotion au poste d'agent principal de correction.

Cette année, la Commission a mis au point une nouvelle stratégie comprenant deux objectifs étroitement liés pour assurer une dormaine du recours à la Fonction publique. Le premier objectif consiste à confier principalement la tâche d'assurer l'équité à ceux qui sont tout indiqués pour le faire, c'est-àdire les ministères. La Commission tient une série de séances d'information afin de les aider dans cette tâche.

Le second est l'application d'une méthode de divulgation complète des faits dans les causes d'appel et de réglement repide des plaintes. La Commission est d'avis que la fenue d'une audience prolongée devant un comité d'appel aurait pu être évitée dans mombre de cas si tous les faits avaient êté mombre de cas si tous les faits avaient êté ministères. La nouvelle méthode réduira les fensions entre les intéressée, y compris les représentants des gyndicats. Un ministère représentants des gyndicats. Un ministère représentants des gyndicats des gyndicats des syndicats des syndicats des succès ils mêthode qui, on l'espère, s'appliques aucès ils mêthode qui, on l'espère, s'appliques aucès is mêthode de la Fonction publique, quera à l'ensemble de la Fonction publique.

Au cours de l'année, la Commission a réglé certaines plaintes sans enquête officielle et dans un minimum de temps par la tenue de discussions entre les parties, en présence d'un de ses agents d'enquête. Elle envisage de procéder ainsi plus souvent sur une base sélective.

Revue historique

1938 — Le premier appel se rapportant à l'avancement
est entendu et une procédure formelle pour les
appels est établie l'année
suivante.
1953 — Le droit d'appel est

du service civil.

1961 — La nouvelle loi sur le service civil reconnaît aux vice civil reconnaît aux fonctionnaires un droit d'appel contre un certain nombre de mesures administratives qui touchent l'emploi.

1967 — Jusqu'à cette date, le comité d'appel n'avait qu'un pouvoir de recompulur passir pur produit de recomput de service de servi

etablis en vertu de la loi

insere aux regiements

— Jusqu'à cette date, le comité d'appel n'avait qu'un pouvoir de recommandation auprès de la Commission. La loi de 1967 prévoit que les décisions des comités lient les parties en cause lient les parties en cause ainsi que la Commission.

L'intégration de la vérification de la dotation de la dotation de des autres domaines du personnel permettra aux hauts fonctionnaires des ministères de percevoir dans un neremble cohèrent leurs responsabilités en matière de ministèrent leurs responsabilités en matière de messources humaines et d'améliorer les méscanismes d'imputabilité en place ou d'en des nortesit toujours incomplet mais plus prétablir de nouveaux. Les cadres auront ainsi un portrait toujours incomplet mais plus prétablir de l'état de leur gestion du personnel, portrait qui leur soulignera les orientations à suivre au cours des années à venir.

En 1983, Pêches et Océans, Environnement Sanada, la Commission canadienne des ransports et l'Office national de l'énergie l'at fait l'expérience d'une vérification du bersonnel. S'il est encore trop tôt pour tirer des conclusions définitives, l'opinion qui se l'égage est que la vérification est dans la sonne voie.

L'accent mis sur la vérification de la gestion, une vérification plus étendue, des communisations plus nombreuses et plus directes ante les intervenants, des possibilités de forction publique sont autant d'éléments qui, avec la compétence accrue d'équipes ministérielles de vérification et l'utilisation multiple des renseignements recueillis, permettent d'envisager l'avenir avec pphimisme.

D'un autre point de vue, les efforts conceltés de la Commission et des ministères pet assouplir la gestion des nominations intérimaniers de des matières per une période déterminée ont porté fruit et valorisé le rôle des gestionnaires en matière de dotation. Cette dernière s'en voit d'autant mieux gérée.

La rationalisation que représente la vérifiction du personnel découle directement de l'accent mis sur l'imputabilité des gestion naires. La Commission vérifiera en effet le cinq grands aspects de toute gestion : élé boration de politiques, planification, communication, contrôle, organisation et resceux utilisés ont donc été conque,, les sen ceux utilisés ont donc été conque,, les sen ces de vérification de la Commission ont é réorganisés, du personnel ajouté et formé, ses nouvelles fâches.

Cette operation donne suite aussi au partage des responsabilités du Connseil et de, Commission. Du même coup, la valorisatip du rôle de la Commission et la nouvelle méthode de vérification assureront des échanges plus fructueux et ouverts entre l'organisme central et les ministères.

Ajustari son role de gardienne du princip du mérite aux réalités de l'heure, la Comnssion fourne le dos à une époque ou l'on vilait contrôler une application uniforme, rigoureuse et tatillonne des méthodes pou vérifler comment les gestionnaires s'acqu fent de leurs responsabilités, compte teni des systèmes de gestion en place.

riat du Conseil. autres, le Controleur general et le Secreta et colligées en collaboration avec, entre sees pour la première fois en 1983, révisé; directrices, elaborees en 1982, ont ete uti mation dans un domaine donne, Les ligne aux verificateurs d'être à la pointe de l'inttrousses de renseignements permettront et des marches de services personnels. Da tion des agences de piacement temporair u, onpliant pas ceux concernant la verifica modifiès de la vérification de la dotation, e gues officielles sont venus s'ajouter à ceu nération, des relations de travail et des lai vérification de la classification, de la rému De nouveaux outils de travail concernant

Dorenavant, le Comite consultatif de la degation prendra ses décisions en tenant mieux compte des désultats de la vérification, de l'instrument de délégation en vigueur et des modifications à y apporter il y a lieu.

Depuis la prise de conscience grandissante du systeque la dotation fait partie intégrante du system el a dotation fait partie intégrante du ministères ont une conception plus nette du mérite, de ses aspects et des conditions qui le réglissent. A preuve, l'analyse que font les ministères de leur situation lors des axercioes de vérification. Il n'en reste pas moins que, de facon générale, les mécanismes de contrôle ne sont pas assez poussés. Un relâchement en sont pas assez poussés. Un relâchement evident s'est fait sentir en 1983; bien que des efforts aient été déployes, ils ont êté de des efforts aient été déployes, ils ont êté de des efforts aient été déployes, ils ont êté de

nature ponctuelle et donc insuffisants. Des programmes de contrôle efficace n'ont pas vraiment êté élaborés ni appliqués. Aussi les situations suivantes existent-elles toujours. Elles sont présentées par ordre décroissant d'importance.

Les dossiers et les outils et techniques de selection devraient être améliorés. La docuseille controlle et de charaction de selection devraient être améliorés. La document et de qualité inégale tands que

 Les dossiers et les ourils et recriniques de sélection devraient être améliorés. La docuselection devraient être améliorés. La documentation est de qualité inégale, tandis que ter sourils et techniques sont utilisés de taçon ter : des documents de valeur constante et des outils et techniques adaptés aux situations.

 Les programmes d'égalité d'accès n'ont pas été blen intégrés à l'ensemble des activités de gestion du personnel des ministères. Les efforts sont déployés de façon désordonnée et sont souvent si dispersés qu'ils n'ont qu'un lien ténu avec les buts vises.

• Les ministères continuent de faire un large usage des agences de personnel temporaire. Bien que des politiques existent, les pornifoles demeurent insutifisants pour mettre un frein à une gestion insouciante et au favoritisme administratif. De plus, la filière « agences, emploi pour une période dèterminée, emploi pour une période indéterminée, emploi pour une période indéterminée, e a été identifiée à certains endroits. Cette dangereuse tendance n'est pas sans préoccuper le Secrétarist du Conseil du Trésor et la Commission qui montent la garde à sor et la Commission qui montent la garde à ce chapitre.

 Quant aux marchés de services personnels, ils continuent de donner lieu à des relstions employeur-employés. A cet effet, les crontentieux des ministères ne sont pas suffisamment consultés. Une meilleure communication entre eux et les gestionnaires serait bénéfique.

(Notons qu'au sujet des agences de personnel temporaire et des marchés de services personnels, la Commission effectue les vérifications au nom du Conseil.)

## makes the substitution of the

convodue a six reprises. Comite consultatif de la delegation a ete verifications et cinq études spéciales. Le effectuées, neut de la dotation, huit postverifications du personnel ont ainsi ete tion des ressources humaines. Quatre tenir compte de tous les objectifs de la gesministères, d'en améliorer la qualité et de pre des vérifications effectuées dans les Cette integration permet de réduire le nombectits en matiere de gestion du personnel. tivement à leurs rôles et responsabilités rescadre des ententes conclues entre eux rela-Trèsor du Canada lui a délégués dans le nes en vertu des pouvoirs que le Conseil du effectue des vérifications dans ces domailes et la rémunération. La Commission travail, la classification, les langues officieldomaines additionnels, tels les relations de examens du personnel, intégrant ainsi des mens de la dotation par des vérifications et publique a remplacé ses vérifications et exa-En 1983, la Commission de la Fonction

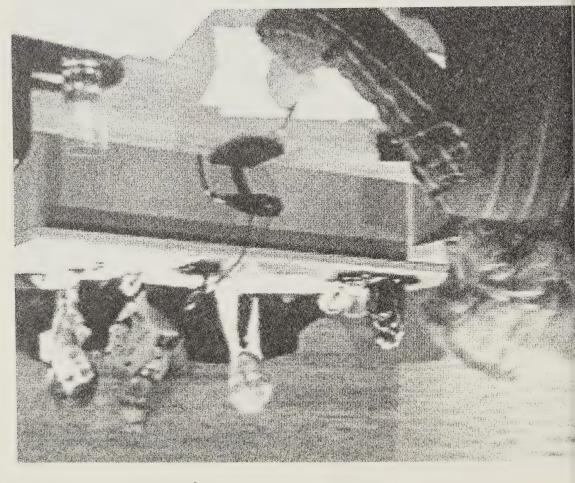
1968 — La Commission approuve un système de contrôle des activités de dotation et prend des mesures pour l'appliquer.

1976 — Le système de vérifics-tion de la dotation effection de la dotation effection de la utilistères en vertu de l'autorité délè-

Revue historique

tuee par tes ministeres er vertu de l'autorité déleyuée est modifié afin de fournir une vue générale des opérations de dotation. La vérification est conflée à une nouvelle direction générale.
La fonction vérification est contion vérification est conciton vérification est réorientée. L'accent est réorientée. L'accent est dévoientée. L'accent est dévoientée. L'accent est dévoientée de gestionnaires en matière de gestionnaires en matière de de

dotation.



## La protection du mérite

Conseil prive

Numèro du décret du

Agent de programme à Dou <b>s-</b> l nes et Accise de Revenu Canada	Suzanne Léveillé	1983-07-27	×988
Directeur de l'Office canadien pour un renouveau industriel	Paul Labbé	70-80-4861/70-80-8861	2462
Chef du Groupe de la planifica- tion des mesures transitoires er vue de l'établissement d'une agence de sécurité et de renser gnements	Thomas Darcy Finn	10-60- <del>1</del> 861/81-80-8861	5424
Conseiller spécial auprès du Bureau du Conseil privé	Sylvia Ostry	10-60-7861/10-60-8861	5262
Conseiller spécial auprès du sous-ministre des Péches et de Océans	Donald D. Tansley	10-10-4861/10-01-8861	3256
Conseiller spécial auprès du sous-secrétaire d'État aux Affaires extérieures	Robert Johnstone	18730-10-4861	3480
Sous-ministre du commerce international et coordonnatrice des relations économiques internationales aux Affaires extérieures	Sylvia Ostry	20-10-9861/20-10- <del>1</del> 861	3483

MoM

Durée du décret

Decret pits à titre de mesure corrective à la suite d'une erreur administrative et permettant à la Commission de nommer l'employée sans concours et sans droit d'appel.

les fonctions du poste ou lorsque la nomine iton contrevient aux conditions visées par la délégation. Cependant, la Commission ne peut révoquer une nomination faite au sein mandation à cet effet d'un comité qu'elle a mis sur pied pour enquêter sur la mis sur pied pour enquêter sur la nomination;

Titre

- en vertu de l'article 21, lorsqu'un appel interjeté au sujet d'une nomination est accueilli;
- en vertu de l'article 41, lorsqu'il ressort d'une enquête qu'un fonctionnaire a été mêlé à des pratiques frauduleuses.
- En 1983, sept nominations ont été révoquées dont six en vertu de l'article 6 et une en vertu de l'article 21.

provinciales. Les frois demandes ont êtê agréées. Elles provenaient d'employés d'Affaires Elles provenaient d'ambloyés correctionnel Canada et d'Affaires indiennes et du Nord Canada. Cependant, ayant changé d'idée, le fonctionnaire d'Affaires indiennes et du Nord a retiré sa demande.

## Révocations de nominations

La Loi prévoit la révocation de nominations dans trois circonstances :

inon set faite en forsque la nomination est faite conformément à une délégation de pouvoirs et que la Commission estime que la personne nommée ne posestime que la personne nommée ne pos-

## Conges autorisés aux fins d'activités politiques

En vertu de l'article 32 de la Loi, tout fonctionnaire désireux de se porter candidat à
des élections fédérales, provinciales ou territoriales doit présenter à la Commission une
demande de congé sans traitement. Ayant
soilicité l'avis du sous-chef concerné, la
commission accordera le congé si elle
«... est d'avis que, par rapport à la Fonction
publique, l'efficacité de l'employé dans le
poste qu'il foccupe alors n'aura pas à souttrir du fait qu'il aura été candidat à une
élection...»

En 1983, la Commission a été saisie de trois demandes, toutes de fonctionnaires désireux de se porter candidats à des élections

cartographie du ministère. le terrain de la Direction des levés et de la programme annuel de travaux d'équipe sur

au décret d'exclusion pertinent. Un décret que pour une durée limitée, telle qu'indiquée nommer à des postes de la Fonction publisonnes aux dispositions de la Loi afin de les La Commission a de plus soustrait 19 per-Exclusions particulières

autre poste, qu'il relève ou non de la Loi.

la suite de la nomination de l'intéressé à un

d'exclusion est abrogé automatiquement à

31 décembre 1985 à la Défense nationale.

manœuvres et des hommes de métier de la sonices Canada dans le groupe des 31 décembre 1985 à Energie, Mines et Resmois entre le 1er janvier 1984 et le une période déterminée de moins de six la Loi toutes les personnes nommées pour La Commission a exclu de l'application de vigueur à compter du 22 décembre 1983

catégorie de l'exploitation, dans le cadre du

noitationnels de la catégorie de l'exploitation Décret du Conseil privé n° 4097, en exe, 40 postes du groupe des services coratif à la distinction injuste fondée sur le application du paragraphe 12(2) de la Loi, mois entre le 1er janvier 1984 et le a Commission a exclu pour un an de une période déterminée de moins de six gueur à compter du 29 septembre 1983 la Loi toutes les personnes nommées pour Décret du Conseil privé n° 3031, en

a Commission a exclu de l'application de igueur à compter du 22 décembre 1983 Décret du Conseil privé nº 4096, en

immes quant à leur emploi comme agents

Service correctionnel Canada afin de dimi-

Jer les désavantages que subissent les

orrectionnels.

*28	41-70-8861	Mary Elizabeth Day	Commis à la Défense nationale
<b>Z</b> 96	10-80-4861/10-80-5861	Маигеел Law	sl ab áissea sasocié de la Santé nationale et du Bien-être sisios
998	10-70-4861/10-70-5861	Jaffrey Wilkins	Sous-ministre associé des Transports
E91	20-20-4861/20-90-8861	Patrick Reid	Commissaire général d'Expo '88
19t	1983-04-21/1984-04-21	Bernard Drabble	Sous-ministre associé des Finances
916	1983-02-13\1984-04-59	Bruce Rawson	Coordonnateur fédéral du déve- loppement économique
718	1983-02-13\ 1884-02-09	Douglas Love	Coordonnateur fédéral du déve- loppement économique
*06	1983-03-17	ołudlagal Naol	Agent d'administration à la Commission de la Fonction publique
81	1983-03-01/09-30	lan C. Clark	Conseiller spécial auprès du sous-ministre des Communica- tions sur les politiques concer- nant le patrimoine
S.	1983-01-12/1984-01-12	eirlotiR nobroe	Sous-ministre associé de l'Industrie et du Commerce et de l'Expansion économique régionale
ε.	21-10-4861/21-10-8861	Robert Johnstone	Sous-ministre du commerce international et coordonnateur des relations économiques internationales aux Effaires extérieures
ı	21-10-4861/21-10-8861	de Montigny Marchand	eupitiloq el la politique étrangère av Affaires estrieures
mbro du décret du privé	Durée du décret	шоМ	этіТ

• Décret du Conseil privé n° 1008, en vigueur à compter du 31 mars 1983. La Commission a exclu de l'application de; la Loi certains postes d'adjoint de recherca dans les collèges militaires de la Détense 1 apris le collèges militaires nommés le ou après le 1º avril 1983. L'évolution constargeres et leurs fitulaires nommés le ou des compétences recherchées chas les adjoints de recherchées chas les adjoints de recherchées chas les adjoints de recherchées chas les faliait recourir à un décret d'exclusion pouj faciliter le recrutement.

q, ntdeuce: travail imprévu et à des situations courte durée et répondre à un surcroît de ministère pour terminer des travaux de décret répondait à des besoins précis du des scientifiques et des spécialistes. Ce tecture et de l'urbanisme de la catégorie au génie et de l'arpentage et celui de l'arc et du soutien administratif et dans le group catégories des techniciens, de l'exploitatiq 1985 à Travaux publics Canada dans les mois entre le 1er avril 1983 et le 31 mars une période déterminée de moins de six la Loi toutes les personnes nommees pour La Commission a exclu de l'application de vigueur à compter du 31 mars 1983 · Décret du Conseil privé nº 1009, en

Décret du Conseil privé n° 1478, en vigueur à compter du 19 mai 1983
La Commission a exclu de l'application du paragraphe 12(2) de la Loi, relatif à la distinction injuste fondée sur la race, 12 post du groupe des programmes de bien-être social de la catégorie de l'administration el du service extérieur à Service correctionne du service axtérieur à Service correctionne pour deux ans.

• Décret du Conseil privé n° 2620, en vigueur à compter du 24 soût 1983 vigueur à compter du 24 soût 1983 La Commission a exclu de l'application de l'alinéa 21 b) de la Loi, relatif aux appele, certaines personnes qui auraient no mont un droit d'appel et de l'application de paragraphes 29(3), 30(1) et (2) et 37(3) et paragraphes 29(3), 30(1) et (2) et 37(3) et postes auxquels seront nommèes sans cort cours pour une période indéterminée pur paragraphe.

 le Conseil de la formation du personnel est un organe consultait en matière de besoins, de politiques et de programmes de formation et de perfectionnement des formation et de perfectionnement des fornctionnaires;

le Comité des hauts fonctionnaires est un organe supérieur de coordination et de concustion de tonctionnaires supérieurs et de politique de gestion du personnel;

• le Conseil consultatif de la politique du personnel permet aux dirigeants des organismes centraux et des ministères d'échander de l'information et leurs points de vue sur l'élaboration de la politique et des prosumes du personnel.

## Exclusions

## Exclusions générales

L'article 39 de la Loi sur l'emploi dans la Ponction de la Loi sur l'emploi dans la Fonction publique autorise la Commission à soustraire aux dispositions de la Loi toute sourereonne, tout poste ou toute classe de personne, tout poste ou toute classe de personnes ou de postes si cela correspond aux meilleurs intérêts de la Fonction publique et s'il n'est pas praticable d'appliquer la Loi ou l'une de ses dispositions. Toute décision en ce sens, comme son annulation, doit être approuvée par le gouverneur en conseil. Voici pour 1983 les exclusions décrétées en Voici pour 1983 les exclusions décrétées en vertu de l'article susmentionné.

Décret du Conseil privé n° 1007, en vigueur à compter du 31 mars 1983
 La Commission a exclu de l'application de l'application de l'application de l'application de l'application de la Loi foutes les personnes employées pour une période déterminée d'au plus un an entre le 1ºº avril 1983 et le 31 mars 1984 dans le cadre du Régime d'emploi temponaire du personnel civil de la Détense nation naile. Le décret fut pris dans le cadre des naite du personnel civil de la Détense nationnaite. Le décret fut pris dans le cadre des naite du personnel contra de l'application d'embaucher des personnes pour des emplois temporaires au cours de 1983, 3,807 personnes avaient été embauchées.

O steid

Délégation à Emploi et Immigration Canada de pouvoirs de recrutement et de présentation

Pour la nomination en vue d'un stage financé par le programme Éré Canada d'élèves du secondaire et d'étudiants du postsecondaire dans les ministères, conformément aux programmes d'emplois d'été axés sur la carrière et au taux de rémunération autorisé chaque année par le Conseil du Trésor du Canada

Pour la nomination d'étudiants du niveau postsecondaire dans les ministères dans le cadre des programmes d'emplois d'été axés sur la carrière et au taux de rémunération autorisé chaque année par le Conseil du Tésor du Canada

## Comités consultatifs interministériels

La Commission s'est depuis longtemps efforcée d'aluster avec autant d'harmonie que possible ses efforts au cadre général de gestion de la Fonction publique. A cet effet, elle a mis sur pied deux comités consultatifs interministèriels:

 le Comité consultait sur le personnel supérieur conseille le président et les commissaires en matière de recrutement, de déploiement et de perfectionnement des fonctionnaires des niveaux supérieurs de la catégorie de la gestion;

e le Comité mixte de consultation réunit la Commission, les agents négociateurs et les représentants des ministères pour l'examen des questions d'intérêt commun et les échanges de vues.

De plus, elle prend une part active au sein de plusieurs autres comités :

 le Comité consultait du Secrétariat du Conseil du Trésor est chargé de donner au Secrétaire du Conseil des avis en matière d'administration, de gestion des finances et de politique du personnel;
 le Comité consultatif sur les lignes directri-

ces concernant les limites aux activités commerciales des titulaires des charges publiques interprète à l'intention des fonctionnaires fedèraux les lignes directrices qu'ils doivent suivre dans leurs activités professionnelles après leur départ de la Fonction publique;

eareiluolining eoliviloh

## \*noitstob Delegation des pouvoirs de

cernant la délégation des pouvoirs ont été En 1983, de nouveaux arrangements con-

l'objet d'un examen approfondi. rement délégués aux ministères ont fait conclus et les pouvoirs de dotation antérieu-

men de l'investissement étranger et à la au Développement social, à l'Agence d'exapour la première fois au Département d'Etat Des pouvoirs de dotation ont êté délègués

Commission canadienne des droits de la

pesoins précis. ministères d'adapter leurs pouvoirs à leurs des dispositions spéciales permettant aux gation. Trois de ces instruments comportent ont reçu de nouveaux instruments de délé-La liste A énumère les neut ministères qui

A stril

accepté 121 demandes.

de 38 d'entre elles.

poste soit prolongée; la Commission a

sike sinx exidences linguistiques de leur

se due leur période d'exemption de satis-

De plus, 155 fonctionnaires ont demandé à

numanitaires. Elle a reconnu le bien-fondé

açon « non impérative » pour des raisons ab setob seugnilid setsod eb seupitsiugni des d'exclusion de satisfaire aux exigences

La Commission a donné suite à 47 deman-

avec lesquelles il est tenu de traiter, »

langue de la majorité des personnes

dans la connaissance et l'usage de la

dat ou l'employe se soit qualifié [...] province [...] jusqu'à ce que le candi-

être faite à un emploi local dans une

oostes bilingues, la Commission et les minis-

En ce qui concerne l'évaluation linguistique

« non imperative » continuent a être massi-

exemption dans le cadre d'une dotation

des postes bilingues par exclusion ou par

1982 et 1983. Les personnes nommées à nombre est passé de 9,938 à 7,442 entre

tant de la dotation « non impérative », leur

Si l'on regarde les seules nominations résul-

cipe du mérite en ce qui concerne la langue.

un retour à une application intégrale du prin-

des fonctionnaires et des candidats aux

« ... aucune nomination [...] ne doit

eres ont administré 18,400 tests.

vement anglophones.

(Loi du Service civil, 1938)

## structure Délégation en vertu de la nouvelle

Ministère de la Justice Canada

1983-02-10 fains postes reclassifies concours à la nomination d'avocats à certion de la Commission pour procéder sans n'est plus nécessaire d'obtenir l'approbadisposition spéciale prévoyant les cas où il groupe du droit dans d'autres ministères et ministère ou à présenter à des postes du la Commission des avocats à affecter au Maintien du pouvoir de recruter au nom de

1983-02-22 SOCIAL Département d'État au Développement

fixées par la Commission.

1983-04-01 Agence d'examen de l'investissement

pouvoirs de dotation, sous réserve des conditions tion publique prévoit la délégation aux sous-chets des \* Le paragraphe 6(1) de la Loi sur l'emploi dans la Fonc-

liers établis à cette fin. d'entrée en vigueur des instruments particudélégués à Emploi et Immigration et la date nation. La liste C précise les pouvoirs ainsi pouvoirs délégués de sélection et de nomipour les présenter aux ministères dotés des diants à l'extérieur de la Fonction publique guer le pouvoir de recruter des élèves et étu-Emploi et Immigration Canada s'est vu dele-

Délégation des pouvoirs de dotation des

en vigueur de ceux-ci figurent sur la liste B.

teçu ces pouvoirs ainsi que la date d'entrée

cadre d'un examen général de tous les pou-

des postes supérieurs ont été accordés à un

voirs délègués. Le nom du ministère qui a

1981 à la majorité des sous-chefs dans le

ministère. Ces pouvoirs ont été offerts en

En 1983, des pouvoirs accrus de dotation

Commission canadienne des droits de la

et des inspecteurs des produits de base

d'inspecteurs des produits de base

Commission canadienne des grains

agricoles, des vétérinaires, des chercheurs

Maintien du pouvoir de recruter des agents

Dispositions spéciales pour le recrutement

cheurs, des professeurs de langue et des

Maintien du pouvoir de recruter des cher-

Emploi et Immigration Canada

Musées nationaux du Canada

10-11-6861

Liste B

1983-12-22 bersonne

1983-12-30

1983-11-01

1983-09-01

1983-08-22

1983-07-01

Agriculture Canada

professeurs d'université

Défense nationale

postes superieurs

Musées nationaux du Canada

52

actuels à l'automne de 1984. nouveaux tests remplaceront les tests tiation des examinateurs. Il est prévu quess tionnaires et des employés et de cours d'i-

tion page 36.) de dotation. (Voir Le processus d'orientales délais reliés à cette étape du processu les mesures ont réduit de façon significatis que, dans environ 50 % des cas, les nouylaux postes bilingues. Cette étude a révélé réussir en cours de langue des candidats déterminer plus rapidement l'aptitude à des mesures qui ont été prises en 1982 pur En outre, la Commission a fait l'évaluation

tonctionnaires. tuent maintenant 27.4 % des Prince-Édouard. Les francophones consti wick et, à un degré moindre, à l'Ile-dude la capitale nationale, au Nouveau-Brur tion s'est surtout fait sentir dans la Régior générale des nominations. Cette augmentnes s'est élevé de 2 % malgré une baisse tions. Le taux de nomination des francopbfrancophones ont fait l'objet de nomina-En 1983, 59,491 anglophones et 26,381 n

recrutement. agents de personnel responsables du gestionnaires à ce problème, ainsi que les ménagé leurs efforts pour sensibiliser les anivre les choses de près et n'ont pas et le Secrétariat du Conseil continuent de deuxième moifie de l'année. La Commissip que la situation s'est stabilisée dans la nution. Il convient cependant de signaler phone au Québec, on note une légère din En ce qui concerne la participation anglo-

(07 agsq chue de ces categories (voir le tableau 13 légers gains ont été enregistrés dans cha-Il convient cependant de noter que de sentation globale dans la Fonction publiq une représentation intérieure à leur repréques et des spécialistes, et des technicier les catégories de la gestion, des scientifi-Les francophones continuent d'avoir, dan

les dui doivent aller en tormation. a eu une baisse de près de 2 % quant à c officielle au moment de la nomination, et il exigences en matière de seconde langue tre: 81.8 % d'entre elles satisfaisaient au des postes bilingues a continué de s'accre nommées pour une période indéterminée rs combetence jinguistique des personne

tion était de 29.1 %. Cette évolution reflèté à des postes bilingues; en 1982, la propornominations pour une période indéterminét « impérative » représentent 35.7 % des indéterminée résultant d'une dotation 1983. Les nominations pour une période passées de 20,116 en 1982 à 17,912 en Les nominations aux postes bilingues sont

> ces humaines publie un bulletin trimestriel. interministériel de planification des ressournes est en voie de realisation et le comite dues de planification des ressources humaimanuel traitant des procédés et des technidu personnel dans la Fonction publique. Un prochaine édition du lexique de la gestion ressources humaines à incorporer dans la tion d'un glossaire de la planification des gique et opérationnelle, ainsi que la producces primaines dans les planifications strate-Lintegration de la planification des ressourrèunion de travail et d'un séminaire sur

lierement pour les programmes d'action sions, dont certains ont été conçus particuinformatiques d'établissement des prévice travail a nécessité l'utilisation de modèles ressources humaines. La majeure partie de bolitiques en matiere de planification des résondre les problèmes et de tormuler les données statistiques en vue de déceler et de temps à l'analyse et à la présentation des les ministères ont consacré beaucoup de Tout au long de l'année, la Commission et

l'effectif de la Fonction publique. sur les principales caractéristiques de duira trimestriellement des données à jour systeme, qui est actuellement à l'essai, pronées sur la population visée par la Loi. Ce l'elaboration d'un nouveau systeme de don-D'autres initiatives portent, entre autres, sur

## Langues officielles

employés formés aux frais de l'Etat. validité des résultats de l'Examen des die la possibilité de prolonger la période de trois ans. Parallèlement, la Commission étuformées aux frais de l'Etat a été prolongée à anistiques des personnes qui n'ont pas ete résultats de l'Examen de connaissances linbilingue. De plus, la période de validité des nue beriode de moins de six mois à un poste publique que l'on envisage de nommer pour des candidats de l'extérieur de la Fonction memes la compétence en langue seconde sont maintenant autorisés à évaluer euxgues. C'est ainsi que les jurys de sélection bont faciliter la dotation des postes bilina mis en œuvre deux nouvelles mesures Au cours de l'année écoulée, la Commission

1'aspirant, » (Loi du Service civil, 1908) on eu jaudne audjaise, au choix de sente loi se font en langue française « res examens prescrits par la prè-

séances d'information à l'intention des gesvra une serie d'études de validation, de étape terminée au début de 1984, s'ensuidans le milieu de travail. Une fois cette des compétences linguistiques requises afin d'avoir de meilleurs outils d'évaluation révision complète de ses tests de langue La Commission a poursuivi durant l'année la

Repertoire national de candidats

vice de présentation et de recrutement. d'assurer avec plus de compétence son serhumaines perfectionné qui lui permettra dispose d'un outil de gestion des ressources de ce répertoire informatisé, la Commission au début de 1984. Avec la mise en œuvre et l'établira dar,s ses deux autres bureaux de ses sept bureaux de dotation régionaux Répertoire national de candidats dans cinq En octobre 1983, la Commission a établi le

en matiere d'emploi. droits et libertés au chapitre de la mobilité l'intention de la Charte canadienne des teme respecte de taçon très concrète bureau de la Commission. De ce fait, le sysdemande d'emploi dans n'importe quel bays n'auront qu'à présenter une seule bnpildne gans nue region quelconque du désirenses d'obtenir un poste à la Fonction profitera directement, car les personnes Quant à la population canadienne, elle en 20,000 candidats de partout au pays. l'accès direct aux dossiers de plus de Canada, donnera aux agents de dotation Ce service, qu'elle offre dans tout le

## Publicité aux fins du recrutement

es journaux. coup moins coûteux que les annonces dans D'ordinaire, ce genre de publicité est beauniqués et aux bulletins des associations. professionnelles et techniques, aux commuge bius en plus recours aux publications rejoindre ces spécialistes, la Commission a pergélisol ou en génie électronique. Pour tence en biologie marine, en physique du cheurs possédant un haut degré de compéd'être difficile, notamment pour les cher-Le recrutement des spécialistes continue

## primaines Planification des ressources

atteindre. donne aide et conseils sur la façon de les tre de la gestion des ressources humaines et évalue les objectifs des ministères au chapines dans les ministères. La Commission nification stratégique des ressources humaiguuee nu mecanisme de soutien de la pla-La Commission a élaboré au cours de

conta de l'année. ce cadre, trois ateliers ont été tenus au leurs aptitudes et leurs compétences. Dans ger des renseignements et de perfectionner humaines. Ce réseau leur permet d'échanles agents de planification des ressources ment d'un réseau de communication entre humaines. En outre, elle tavorise l'établissedes agents de planification des ressources veau programme de formation à l'intention Commission a conçu les modules d'un nou-De concert avec le Secrétariat du Conseil, la

out parraine conjointement la tenue d'une Par ailleurs, la Commission et le Secrétariat

Cent dix diplômés de cégep et collège communautaire ont été nommés en 1983, soit une chute de 66.7 %. Les francophones comptaient pour 17.3 % d'entire eux et les femmes pour 39.1 %.

budgétaires ordinaires des ministères. q, emblor q, ete entraient dans les prévisions autres postes relevant des programmes gramme a pourvu à 1,233 postes. Les 980 ceutres d'emploi pour étudiants; ce prodiants sont choisis pour travailler dans les agents de placement grâce auquel des étugramme d'emploi des étudiants comme relativement à la mise en œuvre du proclu une entente avec Emploi et Immigration sement de 17.3 %. La Commission a conpermis de doter 447 postes, soit un accroisdes étudiants comme agents de douane a précédente. Le programme d'emploi d'été mentation de 35.5 % par rapport à l'année 3,695 postes, ce qui représente une aug-Eté Canada ont permis le financement de Des crédits spéciaux versés au programme programmes se répartissent comme suit. 41.3 %. Les 6,355 postes dotés par ces 62,028 en 1983, soit une augmentation de carrière est passé de 43,906 en 1982 à des programmes d'emplois d'été axés sur la sente une demande d'emploi dans le cadre tante. Le nombre d'étudiants ayant précarrière a connu une augmentation imporbre de candidats à des postes liés à leur Pour la seconde année consécutive, le nom-

Des 6,355 étudiants du postsecondaire nommés en 1983, 1,835 ou 28,9 % étaient des francophones et 3,137 ou 49.4 % des femmes.

En 1983, la Fonction publique a été une fois de plus un des principaux employeurs d'étudiants participant aux programmes d'ensei-diants participant aux programmes denseis d'amement coopératif en œuvre dans les éta-dissements postsecondaires un peu partout au Canada. Cependant, en raison des mesures d'austérité, le nombre total de nominations a chuté de 14.2 %. En 1983, le nombre d'étudiants nommés dans le cadre d'un programme d'enseignement coopératif s'établissait à 967, dont 24.1 francophones et 289 femmes, c'est-à-dire 24.9 % et 289.9 % respectivement.

## Programmes des stagiaires en administration

366,5

**L6**L

Quatre-vingt-treize nominations de stagiaires en administration ont êté effectuées en 1983, une baisse sensible si on les compare aux 183 de 1982 et aux 217 de 1981. De ces 93 stagiaires, 57 ont êté recrutés au ferme de leurs êtudes universitaires et 36 ont êté selectionnés par voie de concours ministériels.

Les ministères suivants: Secrétarist d'Etat, Département des Assurances, Justice, Agri-Département des Assurances, Justice, Agri-Maltive, Emitronnement, Défense nationale, Affaires des anciens combattants, Santé et Bien-être social, et Transports, sont investis de pouvoirs délégués pour recruter des diplòmés pour certains groupes professiontels. Ils ont nommé 195 diplòmés en traduction, en droit, en agriculture, en médecine vétérinaire, en actuariat, en météorologie, en sciences de la défense, en sciences infirensières et en contrôle de la circulation mières et en contrôle de la circulation métierne.

Il y a eu baisse du nombre de demandes d'emploi provenant de diplômés de cégep d'emploi provenant de diplômés de cellège communautaire, en raison entre autres de la réduction des activités de recrutement sur place. En effet, des demandes ont été reçues comparativement à 3,5,515 en 1982, soit une diminution de à 3,515 en 1982, soit une diminution de

1 Commission a place 1,839 bénéficiaires priorité, ce qui représente une augmentann de 60 % comparativement aux chiffres 1982.

## scrutement postsecondaire

atte année pour la première fois, la camigne de recrutement annuelle pour les lents du service extérieur a été annulée en ison du nombre restreint de postes à urvoir. Le nompte de nominations en vériation, en comptabilité et en sciences res et appliquées a également connu un chissement sensible.

ours de 1983, la Commission a reçu , sel 1983, la Commission a reçu , sel demandes d'emploi de diplômés , soit une hausse de 62.7 % par port à 1982. Les nominations sont toute-s tombées de 909 en 1982 à 522 cette née, soit une baisse de 42.6 %. Les franche, soit une baisse de 42.6 % et les femphones représentent 29.7 % et les femphones représentent 29.7 % des candidats nommés en 83.

## Imbre d'employés ayant dro

Dieau II

Tial

## Mabre d'employes ayant droit à un statut prioritaire selon la raison, 1983 Droit à un

finioino ub noitallatari	907	50	425
noitegration	114	6	123
eiszuèn non eupitziugnil noitsm	SS	3	28
écentralisation	678	07	614
noifaatisvin	8	2	9
éorganisation	008	94	978
oloyés excédentaires			
hécentralisation	701	97	163
noifszifsvir	741	967	279
hoitsainsgroð	528	<b>L</b> 9	325
èsilidinoqsib nə səyold			
ərtzinim əb lənnoz	13	3	91
igés : retour/remplacement	745	98	585
uos	Exercé	Non exercé	Total
	istinoing tutata	re.	

869'2

priorites. d'employés bénéficiaires d'autres types a On dénote également un nombre croisset changement de statut au cours de l'anne. employés en disponibilité, à cause d'un décentralisation. Les autres 272 sont sos soit 875 sous réorganisation et 419 sous sont indiqués sous employés excédenta;s, précédente. Au tableau II, 1,294 d'entre us mentation de 75 % par rapport à l'anné des services fédéraux représentent une 49pour des raisons autres que la privatisatin employés déclarés excédentaires en 198 redéploiement du personnel. Les 1,566 pales causes de l'augmentation sensibletu certain nombre de ministères sont les proi-La restructuration et la décentralisation lur

53,917 autorisations accordées en 1982 une diminution de 14,590 par rapport au postes pour une période indéterminée, st en matière de priorité pour pourvoir à de. ministères un total de 39,327 autorisatio; En 1983, la Commission a accordé aux

## Placement des beneficiaires de

vaient la formation nécessaire. dentaires pourraient se qualifier s'ils recepostes pour lesquels des employés excéle régime d'autorisation pour recenser les souligné l'importance du recyclage et utilisé recherche d'affectations possibles. Elle a professionnels, elle a axé ses efforts sur la dentaires appartenant à certains groupes nue torte concentration d'employés excépriorités. Dans les régions aux prises avec son régime d'autorisation en matière de nécessaires pour accroître l'efficacité de Commission a également pris les mesures tique d'austérité du gouvernement, la taires. En prévision de l'incidence de la policonta au placement des employes excédensous-chefs de bien vouloir prêter leur conmission et du secrétaire du Conseil priait les En 1983, une lettre du président de la Compriorite

apparaît ci-dessous. questions utilisées pour le recrutement la Commission. Un échantillonnage des furent publiées dans le rapport annuel de De 1908 à 1920, les questions d'examen

humaines et de la gestion des carrières. tive, de la planification des ressources tionnement dans le cadre de l'action posides participants aux programmes de perfecseulement à la dotation, mais à la sélection Ces instruments servent de plus en plus non spécialistes des finances et du personnel. gestion ainsi que des capacités exigées des pétences et des capacités en matière de attention particulière à l'évaluation des comen vue de la dotation en accordant une nouveaux types d'instruments d'évaluation outre employée activement a elaborer de professionnelle. La Commission s'est en aux fins de la sélection et de l'orientation 44,669 tests et examens ont été administrés Au cours de l'année écoulée, quelque

Administration des tests

## Оттродгарье

Il n'y a à corriger dans cette copie que les mots mal épelés.

### TE AOAVEE DE TV AIE

entourre ne change-t-il pas chacque anné? Chacque age n'est-il pas un pays? Vous avez été enffant, vous ête jeune homme, vous deviendrai vieilard... Ne fesons-nous pas dans la vit un voyage terrible et cent relache? Tout se qui nous

Vous ête dans l'anfence; vos cheveu son blonts, votre regare assuré et laimpide; vous ave le

Vous arrivés à la jeûnesse; le cor est soupple et fort, le choeur noble et désintérécé...

sérieux les plasses, les croits, les dignitées.. Mais vous voici araivez à la vieillèce. On y a les cheveux gries ou blans; on prent au

Maintenant la more tire à mittraille; elle vise au choeur, elle vise à la vie.

## Grammaire

- Le temps s'enfuit sur nos joies et s'arrête sur nos peines. · Analysez la phrase qui suit
- Corrigez les phrases qui suivent et indiquez les règles des participes qui se rapportent à vos
- Nous avons vu des hommes bien pensant. Ils ne sont pas aussi redoutable que ceux que
- Que les livres que nous avons lu étaient bien écrit ! ous avons rencontré le mois dernier

### Ecrite à un ami une lettre d'au moins 250 mots sur l'un des sujets suivants : Composition J

· les ressources du Canada,

- l'aéroplane en temps de guerre,
- Noël dans une famille canadienne. la surintendance des vivres du Canada en vue de la victoire en cette guerre,

Arithmétique

Les exportations de produits canadiens pour mai 1915 et mai 1916 sont données dans le

DIVETS	L95'086	468,710,7
Manufactures	104,589,832	947,999,746
21910	45,896,032	\$2,316,834
Soitefies	959,559,91	23,103,465
sanih	781,400,52	p76,727,83
Produits agricoles	256,475,251	127,250,992
lisiðé	8 76,033,299	\$107,482,272
CHAINDING CHINDO ( )	CICI INW	O L C L INTH

- · Quel fut le total pour mai 1915?
- Quel fut le total pour mai 1916?

syllogisme

anbi807

Philosophie

Littlerature

Aussi ne cause-t-il...

Economie politique

Explidact

Géographie

Traduction (vers l'anglais)

tude morale · Qu'est-ce que le témoignage ? et démontrez que le témoignage historique donne une certi-

• Qu'est-ce que le raisonnement? Qu'est-ce que le syllogisme? Quelles sont les règles du

ficulté à parler qu'un autre; mais, devant des inconnus ou des indifférents, il ne se livre pas. « Un fond de timidité naturelle l'empêchera de briller dans un salon. Non qu'il ait plus de dif-

Ecrire de courtes notices aur cinq des personnages sursants : Isaac Dugues, Dulac des Orneaux, De Courcelles, Bigol. Pére Hennepin, Gouverneur Simcoe, Lord Selkirk, Wolfred Velson, Joseph Howe, Cecil Rhodes, Lord Salisbury et Sfr Walter Raleigh.

· Expliquez les termes suivants : valeur, capital, seigneuriage, la loi de Gresham, Chambre de

pourquoi Prince-Albert occupe une des premières places pour la production du bois de pourquoi Edmonton est le centre d'un commerce de fourrures considérable;

pourquoi il faut d'aussi grands ascenseurs à grain à Port-Arthur et à Fort-William;

mobiles, voitures, bicycles, poèles, farine, gruau, conserves, viandes fumées, coton, articles

électriques, machines agricoles, ponts d'acier, locomotives, wagons de chemin de fer, automanufacturiers importants pour chacun des produits suivants : meubles, pianos, appareils . Nommer deux ou un plus grand nombre de villes ou cités du Canada qui sont des centres

pourquoi il y a 20 heures de clarté par jour à Dawson-City au mois de juin.

• De Gaspé. Appréciez son roman : Les Anciens Canadiens.

· Quelles sont les causes principales de la hausse récente des prix ?

· Que savez-vous du genre satirique au moyen âge ?

compensation, monnaie légale, incidence de l'impôt.

charpente dans la Saskatchewan;

en laine, articles en caoutchouc, chaussures, sel.

- · Démontrez que le miracle peut être connu et comme fait historique et comme fait ənbiskydviəW
- surnaturel.
- · Quelles sont les différences qui existent entre l'instinct de l'animal et l'intelligence de
- l'homme? Démontrez que la génération spontanée ne peut pas rendre compte de l'origine
- · Démontrez que la fin dernière de l'homme est le bonheur et que ce bonheur ne peut s'obte-
- · Prouvez que le mariage est de sa nature indissoluble.

- De combien le total de mai 1916 excède-t-il le total de mai 1915 ?

Fonction publique. nant le ministère ou l'ensemble de la d'extraire des données statistiques concer-Systeme, leur permettant ainsi d'evaluer et planification des ressources humaines du leur donne également accès au module de employés qui y sont inscrits. Cette liaison leur donne accès aux dossiers des dotation du Système d'information, ce qui obtenu une liaison directe avec le module de et à la Défense nationale. Ces ministères ont jets pilotes a Emploi et Immigration Canada la Commission a lancé cette année des proministères d'une consultation décentralisée, Pour évaluer les avantages que retirent les

l'effet de ces innovations. employés au courant de l'application et de positions pour tenir ses cadres et ses autres externe. Le ministère a en outre pris des discience et l'efficacité du recrutement nue à une entente visant a accroitre l'ettisement des zones de concours et est parvelui a accordé plus de latitude dans l'établiset à long terme. Par ailleurs, la Commission employés des vacances à combler à court tère a adopté un système pour informer ses de la mise en œuvre. Durant 1983, le ministere. Le projet en est maintenant a la phase de dotation adapté aux besoins de ce minis-Lavaux publics en vue d'etablir un regime tionnait le lancement d'un projet pilote à Le rapport annuel de l'année dernière men-

## dotation Perfectionnement des agents de

broblèmes. en matière de consultation et de solution de tre les compétences des agents de dotation ses programmes de formation afin d'accroiles ministères, d'importantes modifications à a apporte, a la suite de consultations avec liés à la dotation. C'est ainsi qu'en 1983 elle recommandations concernant les secteurs mission a collaboré à l'application des sonnel dans la Fonction publique, la Comsur l'amélioration de l'administration du perebuté en 1981 le Rapport du Groupe d'étude Après que le Secrétariat du Conseil eut pré-

été offerts quatre fois en 1983. dotation expérimentés. Ces deux cours ont conte de perfectionnement aux agents de dotation récemment nommès et un nouveau nouveau cours spécialisé aux agents de gramme de formation amélioré qui ottre un Ces modifications sont à l'origine d'un pro-

publique ont donné les résultats escomptés. vité des agents de dotation dans la Fonction accroître le professionnalisme et la productiles efforts déployés par la Commission pour de la dotation en particulier, indiquent que du personnel en général, et des spécialistes rétroaction des responsables des services Les rapports d'évaluation de ces cours et la

> le justifie. tion lorsque la nature des fonctions du poste ment ou l'application de normes de sélectre d'invoquer ces motifs pour l'établisseajoutée à la Loi sur l'emploi afin de permet-Loccurrence le paragraphe 12(2.1), a été déficience. Cependant, une réserve, en de famille, l'état de personne graciée ou la l'âge, le sexe, l'état matrimonial, la situation nationale ou ethnique, la couleur, la religion, sur les motifs suivants : la race, l'origine paragraphe interdit la discrimination fondée dienne sur les droits de la personne. Le bar suite d'un amendement à la Loi canapublique, le paragraphe 12(2) a été modifié Quant à la Loi sur l'emploi dans la Fonction

Exclusions générales page 26.) se présenter aux concours restreints. (Voir préciser que ces personnes ne peuvent pas d'accélèrer le processus de dotation. Il faut permet de faire leur propre recrutement et vigueur pour une période de deux ans, leur expresse des ministères et qui sera en Cette exclusion, accordée à la demande pour des périodes de moins de six mois. Ressources Canada et la Défense nationale vaux publics Canada, Energie, Mines et de la Loi des personnes nommées à Trad'exclure de l'application des dispositions du gouverneur en conseil l'autorisation nationale en 1982, la Commission a obtenu q, nu biolet bilote entrepris a la Detense uels. En se tondant sur l'expérience positive catégories ou certains groupes professiondes emplois de courte durée dans certaines res visant à simplifier le recrutement pour La Commission a également pris des mesu-

finances et de la gestion du personnel. qouvees ant les droupes de la gestion des Canada ont déjà accès directement aux et le Secrétariat du Conseil du Trésor du ressources humaines. Le Contrôleur général matière de dotation et de planification des tème pour répondre à leurs besoins en directement la banque de données du Syspermettant ainsi aux ministères de consulter d'information au moyen de terminaux vidéo, ment a decentraliser l'acces au Systeme accrus, la Commission s'emploie actuelle-Pour faciliter l'exercice de ces pouvoirs et de planification des ressources humaines. dans le cadre de leurs activités de dotation d'information des ressources de gestion accrus et l'utilisation de son Système aux ministères des pouvoirs de dotation En décembre 1981, la Commission offrait

et compétente. » (Rapport annuel, qu'il s'agit d'une administration loyale sent être menées à bonne fin, en tant nement, quelles qu'elles soient, puissorte que les entreprises du gouverdes ministres de la Couronne, de telle nel competent sous la responsabilite [...] l'emploi, le maintien d'un person-« Le système du mérite [...] concerne

ommission ni à Emploi et Immigration es de la catégorie de la gestion de la ites à la Direction générale des program-3 nombre ne comprend pas les demandes '0, 190 demandes d'emploi ont été reçues. xtérieur de la Fonction publique, alors que 1,066 concernaient des candidats de minations en 1982. De ces nominations, Ition de 13.4 % par rapport aux 100,041 imib anu ,882,88 à ildatà tea's anoitanime nsi qu'au cours de l'année, le nombre de steurs déterminants de la dotation. C'est coute l'administration ont constitué un des 1983, les mesures d'austérité imposées

.eupildi imme venant de l'extérieur de la Fonction ne, et l'employè renommè était considérè devait attendre que cette période se terfin de leur période d'emploi. Auparavant, in nomination dans le même poste avant ettre la reconduction sans concours de our une période déterminée afin de perpolitique relative aux employés nommés t du au tait que la Commission a modifie plus de service continu. Ce changement ins le cas d'employés totalisant six mois 183 des reconductions sans concours ne 480,81 à S881 ne 830,2 eb noitstre 183 principalement à cause d'une aug-1 passé de 19,003 en 1982 à 34,264 en nombre de nominations sans concours

## xamen du régime de dotation

ntre temps, l'annexe I du Règlement a été des agents négociateurs. ittention des représentants des ministères umettra les modifications proposées à application et l'observation. En 1984, elle nplifier et d'en faciliter la compréhension, proction publique afin de le clarifier, de le omplète du Règlement sur l'emploi dans la abuté en 1983 une étude station qu'elle effectue constamment, la ans le cadre de l'examen du régime de

onstances atténuantes. L'article respecuce on jucabacité lorsqu'il existe des ciron d'une rétrogradation pour incompéemployés désireux d'en appeler d'un renolongation du délai dans le cas enu enticle 44 afin de permettre une 3 Commission a de plus décidé d'amender our le groupe des services correctionnels. anada à administrer les stages probatoires odifiée afin d'aider Service correctionnel

ra mieux le principe d'équité.

(8161

sélectionnés un programme intégré de for mation, de consultation et d'affectations planifiées. Le programme a connu du suc cés : plus de 70 % des fonctionnaires qu l'ont complété ont accédé à la catégorie la gestion ou atteint des niveaux équivalents.

En 1983, une entente a été conclue avec gouvernements des provinces de l'Ouest e des administrations territoriales afin d'éten dere le programme à l'Ouest du Canada, à litre d'expérience. Un bureau sera mis sur d'assurer un service plus rapide et plus et la Casce aux ministères fédéraux et aux partit pants de l'Ouest. Le premier cours de ges tion qui se donnera dans l'Ouest est prévu pour le printemps 1985.

« Le Programme d'affectation des cadres, après sa deuxième année d'existence, est reconnu comme un aspect important des efforts déployé par la Commission de la Fonction publique et par le Conseil du Trésor pour préparer les fonctionnaires prometteurs à assumer un rôle de direcmetteurs à assumer un rôle de direction. » (Rapport annuel, 1969)

francophones. seb 63 te semmet seb fneistè 08 programme comptait 154 participants dont de ses deux sessions. A la fin de l'année, le regroupé une majorité de femmes pour une première fois, le cours de gestion a en moyenne de 33 %. Cette année, pour la annees, la participation des femmes a ete participantes. Au cours des six dernieres des postes de cadre, 38 sont d'anciennes de 227 femmes qui occupent maintenant niveaux supérieurs de gestion. Sur un total particulièrement des femmes, d'accèder au membres des groupes sous-représentés, 1968. Le programme a aussi permis à des nombre total de participants à 1,126 depu inscrites au programme, ce qui porte le Au cours de l'année, 34 personnes ont été

Au lieu du cours de gestion, les participants peuvent suivre un programme de perfection nement au Royaume-Uni, en France, en Be gique ou à Québec avant la phase d'affectation. Les ministères désignent les candidats mais la selection finale incompe e candidats mais la selection finale incompe de fonctionnaires subérieurs de divers ministères. En 1983, un employé a été choisipour étudier à l'Ecole nationale d'adminis-pour étudier à l'Ecole nationale d'adminis non objection de de l'Ecole nationale d'adminis pour étudier à l'Ecole nationale d'adminis pour étudier à l'Ecole nationale d'adminis pour ôt de le l'École nationale d'adminis d'adminis d'adminis participation de courte durée on Osnada.

## Echanges Canada

L'intégration du secteur des affectations internationales au Programme de rescources'occuper exclusivement des échanges de cadres entre la Fonction publique et le secteur privé, les universités et les administrations provinciales et territoriales.

«Ce programme [Permutation des cadres] d'échanges entre les secfeurs publics et privés débuta en août 1971. Il suscite de meilleures communications entre le gouvernement fédérral et es organismes extérieurs...»

Depuis 1971, Échanges Canada encourage, planifie et administre l'échange temporaire de cadres entre la Fonction publique et d'autres organismes des accteurs public et privé afin d'instaurer et de renforcer un climat de confisance et de collaboration. En mat de confisance et de collaboration. En 1983, 319 cadres y ont participé.

Une étude du programme, initiulée Linking Canada's New Solitudes et publiée en juillet 1983 par le Conference Board du Canada, a conclu que lorsque des conflits surgissent en raison de la mauvaise compréhension des buts, des mobiles ainsi que des pressions auxquelles font face les cadres dans les ecteurs public et privé, un programme Échanges Canada contribue à diminuer les fensions entre le secteur privé et le gouvernement.

objectits. moyens susceptibles de mieux intégrer leurs sonicement communs et decouvrir des cas particuliers, établir des plans de respar les deux programmes pour examiner les 1983, un comité mixte a été mis sur pied sourcement se sont révélées fructueuses. En Echanges Canada et le Programme de restion et une consultation accrues entre la réalisation de cet objectif. Une collaboraministère à l'autre joue un rôle majeur dans ressources au sein des ministères et d'un Fouction publique. Le redeploiement des d'améliorer la qualité de la gestion de la ments planifiés du personnel supérieur afin mettre davantage l'accent sur les mouve-L'établissement de la catégorie a permis de

## Cours et affectations

Depuis ses débuts en 1968, le programme Cours et affectations de perfectionnement encourage les ministères à découvrir leurs gestionnaires intermédiaires les plus prometteurs. Il accueille aussi un nombre restreint de candidats qualifiés provenant des administrations municipales, provinciales ou étrangères ainsi que du secteur privé et des universités canadiennes. Le programme permet d'évaluer la capacité des candidats permet d'évaluer la capacité des candidats

Lá Commission a mis au point une nouvelle structure pour former des comités interministeriels chargés de l'aider à établir des plans de carrière pour tous les cadres de plans de carrière pour les cadres de gestion, ainsi que pour les cadres de gesbesoins de la Fonction publique. Ces comites geront composés de fonctionnaires aupérieurs des ministères et de la Commission.

Affectations internationales toutes les ressources de la catégorie. tun, tout en assurant l'utilisation efficace de aux besoins des ministères en temps oppor-Ces interventions permettent de répondre capacité d'assumer les fonctions prévues. liche de rendement démontrent qu'ils ont la dont les antécédents professionnels et la dont le nom figure sur la liste de courtage et gestionnaires des ministères des personnes ou la nature de l'affectation, présentent aux tefeuille, après avoir vérifié le profil du poste pour d'autres raisons. Les directeurs de porboste à des fins de pertectionnement ou des personnes qui désirent changer de che active de nouveaux débouchés au nom d'affectations; il comporte aussi la recherd'établir des conditions acceptables auprès des gestionnaires des ministères et but premier de promouvoir des personnes processus de ressourcement. Celui-ci a pour Le courtage constitue la première étape du Courtage

et de développement économiques à Paris. connexes de l'Organisation de coopération que générale commerciale et des questions Genève et de chef de la Division de la politiinternationale de la sécurité sociale à de l'administration générale de l'Association de développement à Washington, de chet luation externe à la Banque interaméricaine à Rome, de directeur de la revue et de l'évarieures du Conseil mondial de l'alimentation ration des politiques et des relations extésans-abri à Nairobi, de directeur de l'élabol'Année internationale du logement des nommés en 1983, il y a ceux de directeur de 41 postes auxquels des Canadiens ont été participants et des organisations. Parmi les techniques et à l'enrichissement mutuel des les, au transfert des connaissances et des l'harmonisation des relations internationagères. Cette représentation contribue à internationales et des administrations étranaux niveaux superieurs des organisations q, smellorer la representation canadienne res extérieures Canada mais également de doter des postes de la catégorie à Affaiporteteuille est responsable non seulement 1978 des affectations internationales. Ce tionaux, intègre les services chargés depuis attaires exterieures et programmes interna-Le cinquième portefeuille de ressourcement,

Au cours de l'annee, foute une gamme de services ont été offerts, dont le recrutement, es rovices ou la promotion et le déploiement des cadres, l'elaboration de le déploiement des cadres, l'elaboration de plans de ressourcement, l'orientation de la carrière, et la coordination des cours de la carrière, et la coordination des cours de la cartière, et la coordination des membres de la catégorie. Une des principales fâches entreprises a été l'élaboration, l'évaluation et l'application de plans de ressourcement. Les haurs fonctionnaires des ministères ont également reçu aide et conseils concernant l'affectation de Canadiens à des organisations internationales et des administrations étrangères.

Le décret de 1981 approuvant l'exclusion de la catégorie autorise le redéploiement des cadres, redéploiement qui n'est pas auceptible d'appel si le niveau du cadre ne change pas. Il donne ainsi aux sous-chefs la latitude voulue pour gérer avec efficacité leur personnel supérieur. L'année dernière, environ 30 % des activités de dotation concernant la catégorie étaient des activités de administrative permet non seulement aux administrative permet non seulement aux ministères de répondre à leurs besoins et à leurs priorités, mais encore aux cadres et le varier leurs connaissances et leur pesoins et à eurs leurs connaissances et leur exprience.

En 1983, il y a eu 1,127 nominations, soit 614 à des postes de direction et 513 à des postes de gestion; 71 personnes étaient recrutées à l'extérieur de la Fonction publique.

proportion de temmes dans la categorie. objectifs numériques réalistes concernant la res de leur situation ont permis d'établir des tion. L'examen et l'analyse par les ministèsons-représentés dans leurs équipes de gesaccroître la représentation des groupes les plus prometteurs et les plans visant à de remplacement, la liste de leurs employes ministères de fournir leurs plans de relève ou besoins. La Commission a demandé aux ont été élaborées pour répondre aux ses; des activités de ressourcement précises pour établir leurs points forts et leurs faiblesministères, ont fait l'objet d'une évaluation ministère en particulier ou d'un groupe de les ministères. Les équipes de gestion, d'un point conjointement par la Commission et Les plans de ressourcement ont été mis au Plans de ressourcement

## England of Application of the Principles

Mise en place en 1981, la catégorie de la gestion représente un élément clé d'une l'efficacité de la gestion visant à améliorer l'efficacité de la Fonction publique par le regroupement des fonctionnaires supérieurs. Cette année marque une autre étape vers le plein fonctionnement de la catégorie : le Secrétariat du Conseil du Trécard Connada a complété la conversion des postes de niveau supérieur au groupe de la direction. La conversion des postes au groupe de la direction. La conversion des postes au groupe de la gestion supérieur au groupe de la direction. La conversion des postes au groupe de la gestion supérieur au groupe la succée; une fois cette étape terminée, la catégorie comptrer un nombre de postes un peu inférieur aux 4,000 initialement

« Elle [la Commission] assignait à la nouvelle catégorie un rôle essentiel dans le plan d'action qu'elle avait conçu pour doter la Fonction publique d'une gestion de haute qualité. » (Rapport annuel, 1980)

Conseil privé et des commissaires. seiller en gestion du personnel du Bureau du trôleur général du Canada, du premier condu secrétaire du Conseil du Trésor, du conrieurs de la catégorie. Le Comité est formé relève et au recrutement aux échelons supéla planification du perfectionnement et de la pour conseiller cette dernière relativement à la demande du président de la Commission personnel supérieur se réunit tous les mois à traux, le Comité consultatif concernant le l'uniformité d'action des organismes cenpal en matière de politiques. Afin d'assurer catégorie, quoique le Conseil a le rôle principartagent la gestion du personnel de cette Le Conseil du Trésor et la Commission se

La Commission élabore les politiques et asseure les services concernant la catégorie au moyen de trois programmes : ressourcement, Échanges Canada et Cours et affectations de perfectionnement.

### Ressourcement

brevus.

Cinq portefeuilles se partagent les activités de ressourcement de la catégorie : développenent écronmique; activités gouverne-pement activités gouverne-défense, transports et communications; et affaires extérieures et programmes internationaux, ce dernier portefeuille ayant été ajouté en 1983.

## En faveur de l'action positive

implois publics. ion vis-à-vis de l'égalité d'accès aux engagement de longue date de la Commisrogramme. Ces mesures témoignent de ervices d'analyse nécessaires au succès du ion aide aussi les ministères à concevoir les rogramme d'action positive. La Commisninistères à mettre en œuvre leur propre insi que de rapports de nature à aider les roupes cibles dans la Fonction publique leuce ant la proportion de membres de lues sur les taux de vacance et leur inciersonnes qualifiées, de prévisions statistitatistiques permettant d'évaluer l'offre de le la main-d'œuvre, c'est-à-dire de relevés lotamment d'estimations sur la disponibilité rdispensables à son succès. Il s'agissait Iffuser un certain nombre de documents que a amené la Commission à préparer et à In programme dans toute la Fonction publiessources humaines. En 1983, l'expansion es d'action positive à la planification des quement canadienne qui intègre les mesusollaboré à l'élaboration d'une formule typigramme d'action positive, la Commission a Répétons que dès le lancement du pro-

la carrière. vices de consultation et de planification le ensemble de cours, d'attectations et de et de cadre. Le Programme comprend un à des concours visant à pourvoir des pote en gestion et ainsi se présenter avec subér d'affectations, parfaire leurs compétenés de laquelle ils pourront, grace a une seri pendant environ deux ans, période au cur peuvent demeurer au sein du Programm

### Les Moirs

l'année a été de 216, contre 175 en 198, bre de Noirs nommés à des postes pendnt ont rempli les conditions requises. Le norativement à 35 en 1982. De ce nombre12 tères fédéraux en Nouvelle-Ecosse, coma seures a des postes d'agent dans les mis Cette année, 44 candidats noirs ont étémé pour des postes de la Fonction publique recrutement de Noirs en Nouvelle-Ecoss La Commission continue de promouvoire

tion publique. » (Rapport annuel, 197) cipation pleine et entière à la Fonc barrières faisant obstacle à leur pald'emploi des noirs [pour] elimineras en Nouvelle-Ecosse le Programme provinces atlantiques a mis en œure « Dès 1973, le bureau régional des

tins sur les possibilités de carrière et d'emploi des Noirs, la publication de bulche mettant en valeur le Programme ministères, des premières brochure et af vité noire de la Nouvelle-Ecosse et dans s publication et la diffusion, dans la collectu Parmi les activités de cette année, citonia

ment de Noirs. Noirs, ainsi que la promotion du recrutel'emploi aux questions d'intérêt pour les tants du programme d'égalité d'accès à gestionnaires des ministères et les représndotation visant à sensibiliser davantage Is mation et d'ateliers, l'offre d'un cours suia d'emploi, l'organisation de séances d'inti-

ressionnel des fonctionnaires de race noir année des enquêtes sur l'avancement pro Ces données serviront à mener chaque les fonctionnaires noirs en Nouvelle-Ecos: lèes par suite d'une enquête ministèrielle 🗷 statistiques préliminaires ont pu être coméchelons fédéral et provincial. De plus, de d'emploi et les perspectives de carrière ac des écoles secondaires sur les possibilité. enseignants et les conseillers en orientatin les carrières a été organisé pour informers tion publique provinciale, un séminaire su De concert avec la commission de la font

> es moyens d'optimiser leurs perspectives lessionnel, les programmes de tormation et ration à un emploi, le perfectionnement proenr les modalités de recrutement, la prepaseille des employès autochtones éventuels nes et le travail. En outre, le Bureau confournit des renseignements sur les autochtomation sur l'égalité d'accès à l'emploi et lier leurs stands en vue des journées d'intortions. Le Bureau aide les ministères à planiautochtones, leurs cultures et leurs aspiratifs du gouvernement concernant les

lesquels ils sont qualifiés. eu cousigetation bont tons les bostes bont ces des candidats autochtones d'être pris autres répertoires afin d'accroître les chanrépertoire de candidats du Bureau à ses Cette année, la Commission a intégré le

de carrière dans la Fonction publique.

le nord du pays. dans les ministères offrant des services dans sionnel pour qu'ils soient mieux représentés de formation et de perfectionnement profesd'offrir à des autochtones des possibilités participé. Le Programme a pour objet autochtones habitant dans le Nord y ont res du Grand Nord en 1974, plus de 300 Depuis les débuts du Programme des carriè-Dans le Grand Nord

gramme jusqu'à concurrence de 91 à la nombre de participants eventueis au Promodification aura pour effet d'accroîfre le années et les dépenses salariales. Cette avec la Commission les coûts en personnestormation sur le tas partagent à parts égales que les ministères offrant des possibilités de nes années, celui-ci sera modifié de manière 58 participants. Au cours des deux prochai-A la fin de l'année, le Programme comptait

le début de 1984. dne: Flouverfure du bureau est prevue pour d'accroître ses services dans l'est de l'Arctitroisième bureau à Frobisher Bay en vue der des ressources supplémentaires pour un Cette année, la Commission s'est vu accorlowknife qui administrent le Programme. Ce sont les bureaux de Whitehorse et Yel-

autochtones, la Commission lançait, en du Trésor et les associations nationales et de concert avec le Secrétariat du Conseil A la suite d'une décision du gouvernement

Dans tout le pays

tudes pour répondre éventuellement aux Fonction publique et qui possèdent les aptiqui aspirent à des postes de cadre dans la inscrits et non inscrits, aux Métis et aux Inuit rangs des cadres et s'adresse aux Indiens tate de longue date, d'autochtones dans les bont objet de remédier au manque, consnement des autochtones. Le Programme a 1983, le Programme national de pertection-

exigences de ces postes. Les participants

en affectation. porairement les gestionnaires en congé ou a designer des temmes pour remplacer temsous-représentées et à inciter les ministères ou les temmes ont ete traditionnellement des pour des postes des groupes et niveaux femmes ayant démontré de grandes aptituintérieurs à la catégorie, à présenter des voir à des postes de un ou de deux niveaux candidature de femmes lorsqu'il faut pourconsultation. Ils consistent a presenter la tation viennent complèter les services de Fonction publique, Les services de présenintéressés à une carrière en gestion dans la cadres féminins du secteur privé qui sont ment des services de consultation aux tés d'accèder à la catégorie. Il offre égale-

tion dès 1973. » (Rapport annuel, 1973) Commission ont été mises en applicade la femme qui se rapportaient à la sion royale d'enquete sur la situation tenues dans le Rapport de la Commis-« ... toutes les recommandations con-

huit comme candidates à la catégorie de la déjà conseillé 177 femmes et en a présenté ques semaines à la fin de 1983, mais il a par son mandat uniquement pendant quel-Le Bureau a offert tous les services prèvus

juste inférieur à celui de cadre de gestion. de temmes qui occupent un poste de niveau dne fois du'il est donné, un certain nombre de la Commission pourra accueillir, à chadramme d'orientation des cadres de gestion tariat du Conseil ont indique que le pro-Dernière mesure, la Commission et le Secrè-

## Les autochtones

nonsa6

les autochtones. legalité d'accès aux emplois publics pour complet d'activités en vue de favoriser recrutement d'autochtones, offre un éventail carrières du Grand Nord et le Bureau de autochtones qui, avec le Programme des gramme national de pertectionnement des officiellement, au nom du Conseil, le Pro-A l'automne de 1983, la Commission lançait

autochtone. » (Rapport annuel, 1971) tits au recrutement de la population gider à resoudre les problèmes relaannonce un programme special pour « En novembre 1971, la Commission a

dnes de la Commission a l'appui des objeces meilleurs moyens d'appliquer les politiagents de personnel pour les renseigner sur mation à l'intention des gestionnaires et des q, antocutones organise des séances d'inforpublique. Le Bureau de recrutement e nombre d'autochtones dans la Fonction gouvernement ayant pour objet d'accroitre ses brogrammes ainsi qu'aux politiques du gestionnaires à ses lignes directrices et à La Commission a sensibilisé davantage les Recrutement d'autochtones

nploi des handicapés. ganisation de séances d'information sur cessaires à l'exécution du travail, et ts et l'utilisation d'aides techniques es méthodes d'administration des 1 aux ministères sur des questions ildias appropriés, les services de consultaet la publication d'offres dans des Aittusion de renseignements sur les posfrmi d'autres activités permanentes, citons

d'Ottawa. » (Rapport annuel, 1968) que aux arriérés mentaux de la région rer du travail dans la Fonction publien décembre 1967 en vue de procu-« On a réalisé le projet-pilote annoncé

pises special

Commission a en outre établi une banns leur ministère parrain. occuper un emploi de taçon continue me de celle-ci, ils devraient être capables r une formation en cours d'emploi. Au les postes qui leur permettront de reces participants. Ces derniers sont nommés les personnes-années et le traitement rticiper au Programme, celui-ci leur fournce voulue. Afin d'inciter les ministères à untres égards, ne possèdent pas l'expéapés physiques qui, s'ils sont qualifiés à entation en cours d'emploi aux han-It durer cinq ans, offre une formation et rsonnes handicapées. Le Programme, qui en a lancé le Programme d'accès pour les crert avec son Secrétariat, la Commisfur le compte du Conseil du Trésor et de

voix du locuteur pour les malentendants. seption portatif MF qui permet d'amplifier ctionné, système de transmission et de stème de lecture à écran de télévision nt d'accèder aux étagères supérieures, siège élévateur pour permettre à l'occuur les handicapés visuels, fauteuil roulant lemples d'aides: micro-ordinateur parlant Ints d'exécuter leur travail. Voici des riectionnées afin de permettre aux particie centrale d'aides techniques hautement

on (voir le tableau I). x activités permanentes de la Commisamme et 424 autres ont pu l'être grâce t été recrutés dans le cadre du Procourageants. Cette année, 69 handicapés elques mois, les premiers résultats sont an que le Programme n'existe que depuis

grès ont été limités. De nouvelles mesures mes au niveau de la haute gestion, les procertains cas, comme l'avancement des femles femmes ont connu du succès, mais dans Les programmes d'égalité des chances pour

augmenter le nombre de femmes dans la Cette année a été marquée par le lancebre de cadres féminins. ont donc été prises pour accroître le nom-

de l'effectif de toute la Fonction publique. \$ 6.04 finalisation and sibration for \$ 6.6 % catégorie comprenait 5.9 % de femmes catégorie de la gestion. A la fin de 1983, la ment d'un tout nouveau programme visant à

hautes fonctions. » (Rapport annuel, des connaissances, remplir les plus cutives, et pourraient, au point de vue nes capacités administratives ou exésegent, a l'egal des hommes, certai-« Il est clair que bien des femmes pos-

postes de la catégorie. publique susceptibles d'être intéressés aux cadres féminins de l'extérieur de la Fonction recrutement a été lancé pour recenser des rière. En effet, un programme national de des femmes et à la planification de leur carparticulière à l'orientation professionnelle La Commission a accordé une attention

tion ci-apres. tessionnelle des temmes, dont il est ques-Bureau de présentation et d'orientation protion que rentorcent des moyens comme le pourra être atteint grâce à une bonne gesmes de 217 à 475 d'ici au 31 mars 1988, consiste à faire passer le nombre de temcatégorie devrait compter. Cet objectif, qui 1983 à l'égard du nombre de femmes que la annoncé par le gouvernement en octobre ministères, permettront d'atteindre l'objectif velles et continues de la Commission et des Ces mesures, s'ajoutant aux initiatives nou-

inférieurs mais qui ont de grandes possibilila catégorie de la gestion ou de trois niveaux poste de un ou de deux niveaux intérieurs à tes les régions du Canada qui occupent un sionnelle aux tonctionnaires téminins de toud'offrir des services de consultation profespar la Commission en 1983, a pour objet

professionnelle des femmes, mis sur pied

Orientation professionnelle

annuel, 1909)

duction à l'informatique.

Le Bureau de présentation et d'orientation

néanmoins tenir compte. » (Rapport

considérable d'hommes : c'est peut-

comme celles qui leur donnerait la

« Il y a aussi [des fonctions] ou les

tiel, la planification de la carrière et l'intro-

la microtechnologie, l'emploi à temps par-

res. Voici des exemples de sujets sur les-

mation et d'information à l'intention des

quels ont porté ces séances : les femmes et

cadres et des autres employés des ministè-

a organisé de nombreuses séances de for-

si, oui ou non, les femmes sont arbitraire-

microtechnologie au travail et collaboré à

un groupe de travail interministériel sur la

représentation et de liaison. En 1983, il a,

De plus, l'Office remplit des fonctions de

aux fonctionnaires et postulants féminins.

dues et regles de dotation en personnel,

Promotion de la femme

temmes et diffuse des renseignements utiles

conçoit et élabore des programmes pour les

la promotion de la femme examine les politi-

Mis sur pied il y a plus de 10 ans, l'Office de

l'élaboration d'un projet visant à déterminer

partir de répertoires de postulants, constitué

par exemple, revu les présentations faites à

cours et, dans l'affirmative, laquelle. L'Office ment éliminées à une des étapes des con-

temmes ne pourraient être admises,

direction et le contrôle d'une quantité

être un préjugé, mais dont il faut

## modalité d'emploi et le lieu de travail, 1983 Nombre de nominations de handicapés à la Fonction publique, selon le niveau, la Lableau I

IstoT	325	72	454	240	184	424
nəituos						
Personnel de	272	98	808	190	811	808
stnəgA	08	98	911	09	99	911
	2211111	2211111		əlanoitan		
	-1919b *99nim	-rəfəbni əànim		al ab elstiqso		
useviN	9boin99	Période	IstoT	noigàA	Autres	IstoT
	boM	iolqmə'b ətile		uəiJ	lisvait eb u	

Comprend les nominations pour moins de six mois.

## one-i spisseulgis Joulogoù des dionac

emplois publics. nes et d'assurer l'égalité d'accès aux handicapés, des femmes et des autochtotaient au recrutement et à l'avancement des en vue d'éliminer les obstacles qui subsispublique a réalisé des progrès considérables En 1983, la Commission de la Fonction

saire à l'action positive. dait du même coup l'infrastructure nècessant l'égalité d'accès à l'emploi et consolil'importance d'adopter des mesures favoriment faisait de nouveau ressortir ble de la Fonction publique, le gouvernegramme d'action positive touchant l'ensem-Par le lancement en juin 1983 d'un pro-

travail. les pratiques discriminatoires en milieu de quement canadienne pour relever et éliminer du projet à mettre au point une formule typipublique. Elle a aidé le comité d'orientation œuvre actuellement dans toute la Fonction l'élaboration des techniques mises en tive en 1980, la Commission a participé à Dés le début du projet pilote d'action posi-

d'une gestion efficace. sentés constituent des éléments essentiels cation à l'intention des groupes sous-représur le fait que les programmes et la planifil'accent sur les mesures d'égalité d'accès et d'action positive, met particulièrement ces humaines, inhérent au programme de planification et d'utilisation des ressourvelle direction. Le processus systematique uou bas comme un depart dans une nouà assurer une véritable égalité d'accès et importante de l'évolution des mesures visant actuel d'action positive comme une étape La Commission considère le programme

unmaines. des temmes et des autochtones au sein de accroître la participation des handicapés, indument les chances d'emploi et pour bont éliminer les obstacles qui entravent bersonnes düment qualifiées soient nomceuvre en 1983 n'entre pas en conflit avec que le programme d'action positive mis en cipe du mérite. On ne saurait trop répéter l'action positive allait à l'encontre du prin-La question a souvent été posée, à savoir si

planification et de la gestion des ressources la Fonction publique, par l'amelioration de la mées. Il s'agit plutôt d'un programme conçu le principe du mêrite qui veut que seules des

qualifiées sont nommées à la Fonction de sélection qui aboutiraient à une prêtéla couleur, la religion, l'âge, le sexe, l'état mission ne doit prendre contre qui que ce

:enbildud portant que seules les personnes dûment emplois publics. C'est là une autre garantie de sélection et assure l'égalité d'accès aux nation dans les processus de recrutement et tection des plus efficaces contre la discrimirence. Cette obligation constitue une prodoit pas permettre l'application de normes mément à cette exigence, la Commission ne personne graciée ou la déficience. » Conformatrimonial, la situation de famille, l'état de sur la race, l'origine nationale ou ethnique, soit aucune mesure discriminatoire tondee quant des normes de sélection [...] la Comstipule que: « En prescrivant ou en appli-Loi sur l'emploi dans la Fonction publique En plus d'affirmer le principe du mérite, la

Pour une égalité des chances intégralement le principe du mérite. d'emploi dont la mise en œuvre respecte droupes sous-représentès des stratègies vent d'outils pour élaborer à l'intention de sout acceptables dans la mesure ou ils se plans ministériels des ressources humaine ainsi que ceux qui seront fixés dans les de femmes dans la catégorie de la gestion

quantitatifs établis pour accroître le nomb

La Commission considère que les objectif

nant de tous les groupes de Canadiens,

broportion de personnes qualifiées prove-

vraiment essentiel, à savoir assurer une jue

pourrait être négligé.

mes d'égalité d'accès aux emplois publics tion considerable a ses nombreux progran Commission continue d'accorder une atte les autochtones. En plus de ces mesures, concernant les handicapés, les temmes et Canada, une série de mesures spéciales avec le Secrétariat du Conseil du Trésor d tive, la Commission a adopté de concert Afin d'appuyer le programme d'action pos

Les handicapés

Fonction publique. gesireux d'obtenir un emploi dans la sentation afin d'aider les handicapes nisé ses services de recrutement et de pré nes handicapèes, la Commission a reorga En 1981, année internationale des person-

des postes. possibles d'être pris en considération pour de maniere a leur donner toutes les chanci accès les agents de dotation des ministère région dans des répertoires auxquels ont à inscrire les handicapés qualifiés de leur Par exemple, des coordonnateurs cherchet des services aux personnes handicapées. bre d'activités dans le cadre du Programm La Commission s'occupe d'un certain non Services généraux breoccupation des gestionnaires et l'objectit les moyens deviendrait alors la principale recours: atteindre les contingents par tous saine gestion voudrait qu'on n'y ait pas Même si un tel régime était permis, une ces générales irait à l'encontre du mérite. L'utilisation de contingents et de préférenplir, doivent constituer la règle générale. candidat par rapport aux fonctions à rem-Ination objective des aptitudes de chaque recrutement au mérite, reposant sur l'éva-Broupes cibles concernés. La sélection et le tion, de la Fonction publique ou même des rale ne serait pas dans l'intérêt de la populamission est d'avis que leur application généchamp d'application et leur durée. La Comcomme spéciales et limitées dans leur

Ces mesures doivent être considérées

ment à Affaires indiennes et du Nord

dnsjitjes bont des bostes de bertectionne-

occupant des postes de gardien à Service

exemple, elle a fait promulguer des décrets

recourir à d'autres mesures, elle peut recru-

n'est pas possible dans le cadre de la Loi de

jents intérets de la Fonction publique et qu'il

Commission juge que cela est dans les meil-

de l'application de la Loi. Donc, lorsque la

on en partie, des personnes ou des postes

verneur en conseil, à soustraire, en totalité

mission, moyennant l'approbation du gou-

Le Parlement a toutefois autorisé la Com-

province. » (Rapport annuel, 1918)

cune des personnes résidant au

ministères d'Ottawa, toutes et cha-

« Peuvent se présenter aux examens

bont tontes les positions dans les

brovinces, toutes et chacune des per-

Canada et, pour les positions dans les

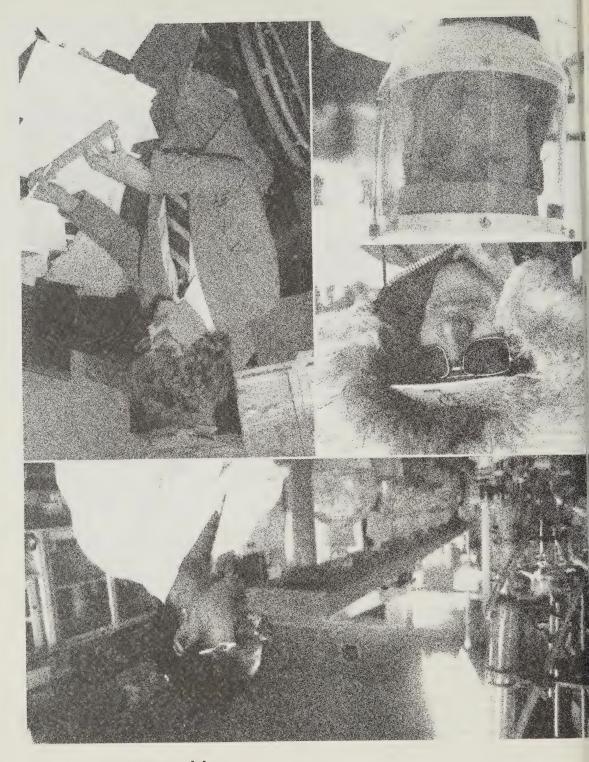
sonnes residant dans cette

correctionnel Canada et les autochtones

mentaux qualifiés, les femmes qualifiées

q, exclusion concernant les handicapés

ter en priorité certaines personnes. Par



L'application du mérite

## Vers une réforme législative

révision législative devra être envisagée. ble des fonctions liées à cette gestion. Un Fonction publique, il faudra revoir l'ensem donné à la gestion du personnel dans la réforme administrative et poursuivre l'élan temps approche où, pour faire aboutir la nes de la Fonction publique. Méanmoins, misant sur la qualité des ressources huma a amorcé un mouvement en ce sens en naires en general. La retorme administrati positives des cadres ainsi que des fonctio tifs doivent venir appuyer les attitudes tit, les structures et les systèmes administ perte d'efficacité. Pour atteindre cet objec capacité d'adaptation au changement sai face requièrent un accroissement de sa Les défis auxquels la Fonction publique ta

Pour amorcer la réflexion à ce sujet, la Commission propose que l'on tlenne compte des considérations suivantes :

- Peresmbule d'un nouveau cadre légists
  devrait énoncer les grands principes de ge
  principales règles de conduite qui s'imposent à tout fonctionnaire;
- In nouveau cadre devrait fournir de gran des orientations et non des règles précises qui, rapidement désuètes, deviennent autant d'entraves aux objectifs de la loi;
- le cadre législatif devrait permettre des applications particulières du mérite;
- les règles d'application du mérite devraient continuer de relever du pouvoir réglementaire de la Commission;
- la revision législative devrait englober l'ensemble des fonctions de la gestion du personnel. Cels permettrait non seulement de tenir compte des conséquences des décisions prises par rapport à un aspect donné et d'assurer une bonne intégration des divers aspects de la gestion du person nel, mais aussi de délimiter clairement les rôles des divers intervenants et de renforce par là même l'obligation qu'a chacun de rendre compte.

Des criangements reguistants bases sur des grandes orientations permetitaient de pour gurandes orientations de la dotation aux suivre l'adaptation de la dotation aux besoins de la Fonction publique et aux attentes de la Ponction Pour la Commission, le but ultime d'une révision législative doit être de cerner les moyens permetitant de favoriser l'excellence dans la Fonction publique, de promouvoir le sentiment de mission qui doit inspirer l'ensemble des fonctionnaires et d'accroître le respect et la fonctionnaires et d'accroître le respect et la confiance mutuels entre la population et la Fonction publique.

## Un système cohérent

donné la multiplicité des recours nuer à s'exercer de la même façon étant matière de gestion du personnel, doit contioù elle était le seul maître d'œuvre en Fonction publique, qui remonte à l'époque d'ombudsman de la Commission de la aussi se demander si le rôle traditionnel que l'on donne à un cas particulier. On peut plusieurs organismes selon l'interprétation un même problème, on peut s'adresser à situation est devenue confuse puisque, pour tratifs pour éviter les chevauchements, la veillance. En dépit d'arrangements adminisajouté deux nouveaux organismes de surdienne sur les droits de la personne ont Loi sur les langues officielles et la Loi canadans le cadre législatif de 1967. Depuis, la dans la Fonction publique, tels que stipulés lité de la Commission des relations de travail alors que d'autres sont sous la responsabirelèvent de l'autorité de la Commission, l'exemple des moyens de recours : certains plus complexe au fil des ans. Prenons gestion du personnel est devenu de plus en Il ne fait aucun doute que le domaine de la

« Un système d'examens de concours ouverts à tous [...] exclurait les incompétents et amoindrirait les rispues de nominations peu convensbles [...] ouvrirait au public le service du gouvernement, offrirait un encouragement à tous les jeunes gens intelligents. » (Rapport annuel, 1918)

disponibles et le rôle des syndicats.

tionnès ci-dessus. aux chevauchements et à la confusion mensauraient suppléer aux défauts de structure, ntiles du'elles soient, ces consultations ne publiques provinciales et territoriales. Pour publique et les commissaires des fonctions les députés, les syndicats de la Fonction tient des relations suivies avec, entre autres, ministériels page 26). La Commission entretémoignent (voir Comités consultatifs intermission à divers comités interministériels en seil du Trésor et la participation de la Comsur les rôles et responsabilités avec le Consounel à la Fonction publique. Les ententes gaus les divers aspects de la gestion du permonisation des efforts des intervenants années une importance considérable à l'har-La Commission accorde depuis plusieurs

## Une révision des modalités d'application

Depuis plusieurs années, la Commission s'est efforcée d'assouplir les mécanismes d'application du mérite. On devra aller encore plus loin au cours des années à venir. La réforme administrative n'a pas encore donné tous les résultats escomptées et certains de ses aspects restent encore à mettre en œuvre. A elle seule, elle ne pourra difficultés et assurer la souplesse que la difficultés et assurer la souplesse que la Commission juge nécessaire.

des plus strictes. tes d'admissibilité doit suivre une marche vent être employés. L'établissement des lisdes postes, s'il en est, où les candidats doiainsi que la nature des fonctions et le niveau partie de la Fonction publique, s'il en est, zone de concours doit, en plus, préciser la concours réservés aux fonctionnaires, la doivent venir les postulants. Dans le cas de vent préciser la région de residence d'ou le cas des concours ouverts au public, doides concours. Les zones de concours, dans Loi sont consacrés à la marche à suivre lors Notons aussi que plus de sept articles de la res requises par les divers types d'emploi. distinguer entre les compétences particuliela Loi qu'un seul système de dotation, sans demander s'il est normal de ne prévoir dans dotation et les coûts afférents. On peut se qualifié tout en réduisant les délais de la latitude voulue pour obtenir un personnel ne donnent pas à la Commission toute la exploitée, ses anachronismes procéduriers accordée par la Loi n'ait pas encore ete tion du mérite. Quoique toute la latitude dni out bont effet de circonscrire l'applicaactuel. La Loi contient plusieurs dispositions Ce constat s'explique par le cadre législatif

On peut aussi remettre en question certains autres aspects du cadre législatif actuel. Auraini maintenir la nomination à un poste spécifique étant donné les obstacles que cela pose à la mutation et au redéploiement des employés de la Fonction publique et les pertes d'efficience et d'efficiacité qui en résultent ? A cet égard, l'expérience du décret d'exclusion s'appliquant à la catégonée de la gestion peut être instructive car le décret vise justement à favoriser une meilbeure utilisation du personnel cadre.

## Les principes fondamentaux

être assurée. tionnaires et de la Fonction publique doit sions de dotation. L'impartialité des foncmérite doit continuer à présider aux décirelatives à la gestion du personnel. Le demeurer la pierre de touche des décisions vent être respectés. L'intérêt public doit que certains principes fondamentaux doi-Pour relever ces défis, la Commission croit

de leur gouvernement. professionnalisme et impartialité les services que les fonctionnaires leur dispensent avec quant à eux, sont en droit de s'attendre à ce compétence professionnelle. Les citoyens, et des conseils impartiaux fondés sur la pour obtenir des renseignements objectifs ment doit donc pouvoir compter sur eux programmes qui en découlent; le gouvernepolitiques et ce sont eux qui administrent les ce dui concerne l'élaboration des lois et des naires exercent une fonction essentielle en les intérêts de la population. Les fonctionvernement et le Parlement à servir au mieux taire un rôle fondamental en aidant le goupublique joue dans notre régime parlemenimpartiale et professionnelle. La Fonction ya /b ans d'établir une fonction publique sons pour lesquelles le Parlement a décidé il Il est utile à cet égard de se rappeler les rai-

impartial de la Fonction publique. façon qui soit compatible avec le caractère due les tonctionnaires se comportent d'une vité politique partisane. Il est donc essentiel tonctionnaires s'abstiennent de toute actinuer de s'acquitter de sa mission que si les dne la Fonction publique ne pourra contireconnues clairement. La Commission croit tion en faveur de l'impartialité doivent être Les conséquences d'une telle prise de posi-

des personnes qualifiées seront nommées. des candidats, assurant ainsi que seulement des qualités professionnelles et personnelles lement reposer sur une évaluation objective ment pour tous. Les sélections doivent égachances d'avancement, et l'équité de traitel'égalité d'accès aux emplois publics et des pilité de celle-ci aux besoins du public, l'efficacité de la Fonction publique, la sensicompte de quatre facteurs : l'efficience et que l'interprétation de ce principe tienne Rapport annuel 1982, l'intérêt public exige Comme la Commission l'a rappelé dans son continuer à être fondée sur le mérite. La dotation dans la Fonction publique doit

> de la gestion. publique, et la mise en place de la catégorie Canada et de la Commission de la Fonction ponsabilités du Conseil du Trésor du ministères, la clarification des rôles et res-

## **Buonbes** Les droits de la personne et des

imputable auprès des contribuables. desservie, ouverte dans ses activités et besoins, représentative de la population à-dire qu'elle doit être sensible à leurs véritablement leur Fonction publique, c'estdemandé que la Fonction publique devienne passée inaperçue. Ceux-ci ont donc sociale et culturelle des Canadiens n'est pas que ont prise dans la vie économique, tante que l'État et donc la Fonction publi-D'autre part, la place de plus en plus imporla composent apportent à la vie collective. dne jes givers groupes et communautés qui relle et sociale ainsi que de la contribution sa dualité linguistique, de sa diversité cultucanadienne a davantage pris conscience de quent ce changement. D'une part, la société coup évolué. Deux grandes tendances explil'égard de la Fonction publique ont beauattentes de la population canadienne à Au cours des 15 à 20 dernières années, les

des groupes qui forment notre société. plus sensible aux besoins des personnes et plus en plus représentative et de plus en Fonction publique sera appelée à être de plus en plus et permet de supposer que la représentativité se ramifie et se répand de rités visibles. Ceci montre bien que l'idée de capes, soulevait aussi la question des minodes femmes, des autochtones et des handitive du gouvernement, axé sur la promotion dernièrement, le programme d'action posiprogrammes d'égalité des chances. Tout guisme. Elle s'est poursuivie à travers les d'abord manifestée par l'essor du bilinsensibilité aux besoins de la population s'est Cette exigence de représentativité et de

## aujourd'hui et demain Exigences et défis:

priorités gouvernementales. l'évolution des besoins de la société et des ployées rapidement et efficacement suivant ressources humaines puissent être redêses efforts. Il est donc indispensable que les et être en mesure de réorienter rapidement breuve d'une grande capacité d'adaptation La Fonction publique devra donc faire dépenses publiques vont se faire plus fortes. bressions en vue de réduire le niveau des aller en croissant, en même temps que les tions des groupes sous-représentés vont services à la population et les revendicadienne laissent prévoir que la demande de Les transformations de la société cana-

## a souplesse et la délégation

mpartialité. ation du mérite et au maintien de concentrer sur les activités liées à l'applient en tant qu'employeur et peut dès lors es dn.elle exerçait au nom du gouverne-Ommission est déchargée des responsabigociation collective étant reconnu, la coup de barre significatif. Le droit à la stration financière modifiée) représentent ans la Fonction publique et Loi sur l'admin publique, Loi sur les relations de travail mars 1967 (Loi sur l'emploi dans la Fonces trois lois entrées en vigueur le

blique. soins en personnel de la Fonction accrue a permis de mieux répondre aux x sous-chefs des ministères. Cette flexibisrite et à déléguer les pouvoirs de dotation ner ce qu'est la sélection établie au torise également la Commission à déterts de la Fonction publique l'exigent. Elle ommission est d'avis que les meilleurs intértaines de ses dispositions lorsque la stes à l'application de l'ensemble ou de ent de soustraire des personnes ou des urs ou sans concours. Elle permet égaleons peuvent se faire à la suite d'un con-I mérite. La Loi prévoit que les nominascipilite du elle permet dans l'application subjoi gaus la Fonction publique est la des aspects marquants de la Loi sur

(8191 et al le rapport annuel de 1918) tion de la Commission royale de 1907 l'on attend de sa part. » (Recommandavice public digne des fonctions que Service civil, afin d'entretenir un sersion permanente et indépendante du ment sous la direction d'une Commisd'inspection continue, préférable-« Il faudra instituer quelque système

son des instruments de délégation aux la réglementation sur la dotation, l'adap-Int les volets principaux sont l'épuration ininistrative de la gestion du personnel sardues sont à l'origine de la rétorme (rnir des orientations générales. Ces de contrôles et des restrictions au lieu de lice des organismes centraux à imposer plique. Ils ont en outre signale la tensports d'imputabilité dans la Fonction ince administratives et affaiblissent les sonnel qui nuisent à l'efficacité et à l'effiipjemes tondamentaux de la gestion du l'imputabilité (Lambert) ont souligné les mmission royale sur la gestion financière du principe du mérite (D'Avignon) et la de l'examen de la gestion du personnel néral du Canada ainsi que le Comité spéla Loi de 1967, le Bureau du Vérificateur dépit des progrès évidents qui découlent

ment reconnus. » (Rapport tembre 1908 ont été très générale du Service intérieur depuis le 1° sp nominations faites aux divers empy suppression du favoritisme pour le bres du Parlement ont retirés de la ment que les ministres et les mem fonctionnaires publics et le soulag-« Fes avantages que le corps des

annuel, 1911)

## rs destion scientifique des emples

conception. tion publique de 1967 perpétue cette poste dans la Loi sur l'emploi dans la Fon des classes de postes. La nomination à 🏿 la personne ou de sa capacité d'occupel donné, sans aucune mention du potentie cité d'accomplir les fonctions d'un poste une définition restrictive du mérite : la ces l'analyse scientifique du travail donna lie trée sur l'emploi plutôt que sur la persore des d'administration et d'organisation. 🖫 tion scientifique révolutionnaient les méto les théories de l'école américaine de la 🕃 aqobs fistà 8191 ab iol sl úo fnamom uA

bent se taire la selection du personnel. rationnelle et objective à partir de laquell fonctions des postes a fourni une base contribution remarquable: l'analyse des Il reste que cette approche a apporte un

## employès Les droits et privilèges des

la tonction publique. etait l'organisme central du personnel da que, révolue depuis 1967, où la Commiss rôle d'ombudsman provient de cette épo pour toute question reliée à l'emploi. Son et chacun un traitement juste et équitable employés et s'est efforcée d'assurer à to oreille attentive aux problèmes des Dès les débuts, la Commission a prêté un

d'être entendu était accordé). renvoi pour activités politiques, seul le dra suspension et le renvoi (dans le cas d'un promotion, la mutation, la rétrogradation, ment un droit d'appel en ce qui concerne Loi sur le service civil reconnut alors clair n'ont pourtant été établis qu'en 1961. La Sur le plan legal, les recours des employe

l'efficacité de la Fonction publique. employès, nuisait souvent à l'efficience el vait assez bien le mérite et les droits des donnèrent lieu à une rigidité qui, si elle se formels suscita des attitudes défensives c souligner. Par la suite, l'existence de reco gouvernement (Glassco) ne manqua pas sion royale d'enquête sur l'organisation d règles et de méthodes, ce que la Commis conduit à une prolifération paralysante de l'application du mérite de 1918 à 1960 av Le souci d'équité et d'uniformité dans

## Mandat de la Commission

avait nommées. somme sur les salaires des personnes qu'il au pouvoir prélevait systématiquement une ainsi fin à la pratique selon laquelle le parti cièrement aux fonds d'un parti, mettant activités politiques ou de contribuer financoup aux fonctionnaires de participer à des sllégeance politique. Il interdit du même leur affiliation à un parti donné ou de leur candidats sans aucune considération de qualités professionnelles et personnelles des publique soient basées sur l'évaluation des tions et les promotions dans la fonction brincipe le mèrite, qui veut que les nomina-1908 et de 1918, le Parlement érigea en En adoptant les lois sur le service civil de

commission auprès des représentants du équivoque de même que l'imputabilité de la tonction publique était ainsi attirme sans fédérale. L'aspect service au public de la dus à l'ensemble de la fonction publique Ottawa). En 1918, ses pouvoirs furent étenrieur (postes des administrations centrales à tions et aux promotions dans le service inteen 1908 et chargée de veiller aux nominapendante relevant du Parlement fut établie des fonctionnaires, une commission inde-Pour garantir la compétence et l'impartialité

grandes orientations: être présentées en fonction de quelques l'accomplissement de son mandat peuvent Les réalisations de la Commission dans

- · élimination du favoritisme,
- droits et privilèges des employés, · gestion scientifique des emplois,
- · souplesse et délégation,
- droits de la personne et des groupes.

## L'élimination du favoritisme

tique et administratif. leure façon de mettre fin au favoritisme politous de façon équitable, semblait la meilmérite. Une règle pour tous, appliquée à ment en 1918 généralisait l'application du ministères de la fonction publique, le Parledotation en personnel de l'ensemble des En plaçant sous l'égide de la Commission la

l'uniformité. les concours rentorça cette tendance vers années 1920, d'administrer elle-même tous sion de la Commission, au début des usires on d'employés subalternes. La déciemployés, qu'il s'agisse de hauts fonctionméthode la plus pratique pour choisir les Le concours était considéré comme la

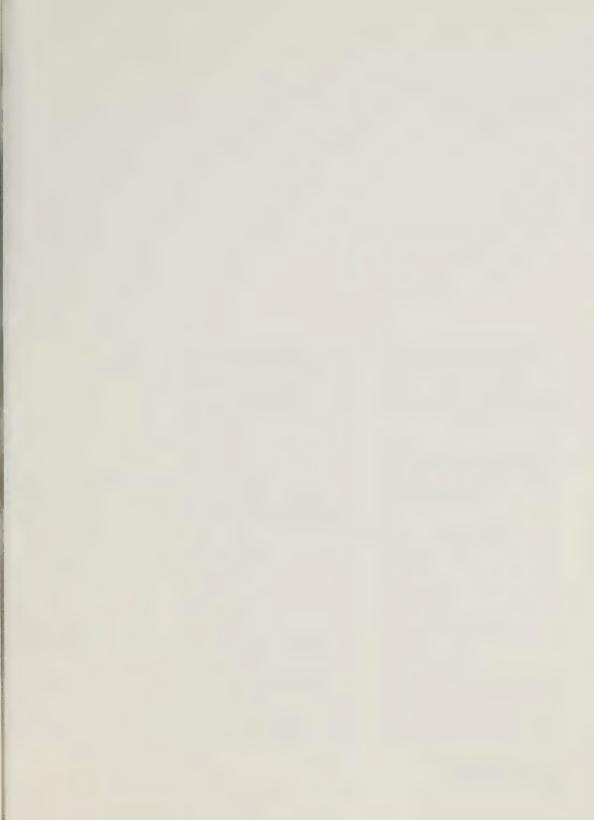
> de l'intérêt public. besoins des ministères \* \* et les exigences méthodes de dotation s'accordent avec les système du mérite et d'assurer ainsi que les pation alors qu'elle s'efforçait de réviser le accordé une grande place à cette préoccu-Commission de la Fonction publique a que. Au cours des dernières années, la pesoins en personnel de la Fonction publicanadienne et, particulièrement, des tion des valeurs et des attentes de la socièté être modifiées pour tenir compte de l'évoluquer ce principe doivent continuellement mérite et les méthodes qui servent à applipublique\*. Cependant, la façon de voir le fondamental de la dotation dans la Fonction Le mérite est, et doit demeurer, le principe

> politique et des jeux d'influence. touction publique au dessus du tavoritisme depuis que le Parlement a décidé d'élever la versaire, de mesurer le chemin parcouru elle croit bon, à l'occasion de son 75e anniessentiels de cette tradition. C'est pourquoi fonctionnaires en place sont des éléments as a supition of the supition bes complementaires du mérite dans les Commission est convaincue que les princitonctionnaires dévoués et compétents. La inestimable que représente un corps de décennies, a pu compter sur ce soutien gouvernement fédéral, depuis plusieurs monde. C'est grâce à cette tradition que le reconnue comme l'une des meilleures du qui a fait que notre Fonction publique est fradition de valeurs et de principes genéreux a engagés en ce sens s'inscrivent dans une La réflexion et les efforts que la Commission

- tion publique » est utilisée. s'applique. Dans les autres cas, l'expression « foncquels la Loi sur l'emploi dans la Fonction publique désigne l'ensemble des ministères et organismes aux-Dans ce rapport, l'expression « Fonction publique »
- ia distinction. en tant que tel, saut où il paraissait essentiel de faire bien un organisme, central ou non, qu'un ministère Dans ce rapport, le terme « ministère » désigne aussi

# L'adaptation du mérite aux réalités nouvelles 11





## Introduction

que le législateur voudra prendre le temps de peser solgneusement les conséquences à long terme de tout changement avant d'en venir à une décision. Notre propre réflexion venir à une décision. Notre propre réflexion rous amène à formuler des propositions relativement à des modifications législatives qui semblent s'imposer pour que la Fonction publique du Canada puisse répondre aux impératifs de demain.

Le deuxième chapitre est consacré, en partie, aux initiatives que la Commission a entreprises, dès 1967, afin de promouvoir la participation des groupes sous-représentés. Il présente aussi celles qu'elle a introduites en 1983 dans le cadre du programme gouvernemental d'action positive, entre autres, la mise aur pied du Bureau de présentàtion et d'orientation professionnelle des femmes, le Programme national de perfectionnement des autochtones et le Programme d'accès des autochtones et le Programme d'accès pour les personnes handicapées.

Quant aux autres activités de la Commission, elles sont présentées sous trois volets: l'application du mérite (principalement la tion et recours) et la formation des fonction-naires. Un dernier chapitre traite de la gestion interne.

Nous voulons aussi rendre hommage au dévouement et à l'appui des employés de la Commission et exprimer notre gratifude aux députés, aux fonctionnaires du Secrétariat du Conseil du Trésor du Canada, aux cadres ministèriels et aux représentants des unités de négociation de la Fonction publi-unités de négociation de la Fonction publique pour leur aide et leur collaboration.

nelle font l'envie de bien d'autres pays. tialité politique et la compétence profession-Canada une fonction publique dont l'impardans des textes de loi successits a donné au réforme qui s'est précisée au fil des années un parti politique ou à un candidat. Cette allégeance politique ou de services rendus à personnelles et non plus en fonction de leur pétence professionnelle et de leurs qualités d'employés nommés en raison de leur comrer une fonction publique composée l'Administration fédérale. On a voulu instauq, empanche et de promotion au sein de réforme fondamentale des pratiques Parlement décidait d'entreprendre une au Parlement. En effet, c'est en 1908 que le du service civil) est heureuse de présenter 1908 à 1967 sous l'appellation Commission sion de la Fonction publique (connue de Ce rapport constitue le 75° que la Commis-

les de la Fonction publique, nous croyons préservé ces caractéristiques fondamentasystèmes et les règles de conduite qui ont très fortes se font sentir pour changer les demeuré constant. Même si des pressions sionnelle et politiquement impartiale est services d'une Fonction publique profesd'assurer à la population canadienne les et économiques, le souci du législateur marquée par des bouleversements sociaux de cette période qui a été profondément cours des 75 dernières années. Tout au long cipales réalisations de la Commission au règles sur lesduels se sont fondées les pringénéral des valeurs, des principes et des notre Rapport annuel 1983 fait l'examen tation du mérite aux réalités nouvelles », Dans un premier chapitre intitulé « L'adap-

## En résumé

- En baisse Effectif total: 222,044 comparativement à 222,582 en 1982
- Nominations: 86,588 contre 100,041 en 1982. De ce nombre, 10,066 sont des nominations de personnes provenant de l'extérieur de la Fonction publique comparativement à 15,538 en 1982
- Promotions: 19,949 contre 26,360 en 1982
- Démissions : 6,608 comparativement à 8,387 en 1982 et à 14,859 en 1981
- Appels: 2,400 contre 2,885 en 1982
- Formation linguistique: 12,207 participants dont 3,229 aux cours continus en 1982
   ment à 13,258 dont 3,098 aux cours continus en 1982
- En hausse Représentation des femmes : 40.6 % de l'effectif total comparativement à 40.4 %
- Représentation des francophones : 27.4 % contre 26.8 % en 1982
- Employés déclarés excédentaires : 1,566 ou 75 % de plus qu'en 1982
- Mises en disponibilité: 1, 123 comparativement à 536 en 1982
- Formation professionnelle : 10,968 participants à 575 cours comparativement à Formation professionnelle : 10,251 participants à 498 cours en 1982

## Initiatives nouvelles • Répertoire national de candidate

- Programme d'accès pour les personnes handicapées
- Bureau de présentation et d'orientation professionnelle des femmes
- Programme national de perfectionnement des autochtones

99

23

97

	Faits à noter	97
seupitsitats se		<b>サ</b> ヤ
gestion des ressources internes		95
	La compétence au travail	78
	Communiquer en deux langues	98
serination des fonctionnaires		35
	Appels et enquêtes : direction nouvelle	18
	Des vérifications élargies	30
g protection du mérite		62
	Activités particulières	52
	Dotation et gestion des ressources humaines	12
	Étape clé pour la catégorie de la gestion	61
	Promotion des groupes sous-représentés	91
application du mérite		15
adaptation du mérite aux réalités no	səjjənne	LL
noitoubon		6
		8

Tableaux

Liste des tableaux

Note technique



#### systèmes de gestion Direction générale des services et

fication interne, et services régionaux. finances, affaires publiques, personnel, vérigestion, systèmes et analyse de gestion, administration, systèmes d'information et de muns. Elle réunit les directions suivantes : tions générales des services auxiliaires comressources et de fournir aux autres direcde coordonner l'acquisition et la gestion des ci avec les directives centrales, de diriger et des politiques et systèmes internes de cellela Commission, de veiller à la compatibilité mes de gestion au service de la direction de voir, d'appliquer et de coordonner les systè-Elle est chargée de concevoir, de promou-

#### perfectionnement Direction générale du

les ministères et organismes. Canada et des plans de formation de tous mation formulée par le Conseil du Trésor du rir à la mise en œuvre de la politique de forprofessionnelle des employés et de concounismes, en vue d'accroître la compétence de perfectionnement aux ministères et orga-Elle offre des programmes de formation et

#### la formation linguistique Direction générale du programme de

testing et orientation des fonctionnaires. besoins précis, évaluation de programmes, de programmes destinés à répondre à des analyse des besoins, élaboration de cours et domaines liés à la formation linguistique : elle dispense aide et conseils dans divers supérieur de formation linguistique. Enfin, régions. De plus, elle offre le Programme capitale nationale que dans les autres langues officielles, tant dans la Région de la pense des cours spécialisés dans les deux ministères et organismes, elle élabore et disgences des postes. A la demande des assure la formation linguistique liée aux exi-En réponse aux besoins ministériels, elle

#### lrection générale de la vérification

spectits. arifier leurs rôles et responsabilités se conclues entre les deux organismes pour résor du Canada dans le cadre des entenonfié à la Commission par le Conseil du sufres tonctions de gestion du personnel es vérifications englobent aussi l'examen ninistères et organismes assujettis à la Loi. seb seeugéléb non te seéugéléb noitato lle vérifie périodiquement les activités de

#### irection générale des appels et

imination présumée dont se plaignent sciuder. Les enquêtes dans les cas de dison. Seule la Cour d'appel fédérale peut les s parties en cause ainsi que la Commisrenvoi. Les décisions des comités lient ition, de promotion, de rétrogradation et Loi et du Règlement en matière de nomiants pour les cas de violation présumée de le établit des comités d'appel indépensezenbu

jnalèes en matière de dotation. atiques présumées douteuses qui lui sont itisjes. Elle se penche en outre sur les rcèlement ou de mesures administratives nployés qui estiment avoir été victimes de ambudsman et s'occupe des plaintes des nèrale. Elle assume également le rôle emploi sont du ressort de cette direction

issi pien des employes que des candidats

#### La Commission d'un coup d'œil

#### Direction générale des programme

de dotation

sources humaines.

pétence linguistique des postulants et de nant les postes bilingues et évalue la con détermine les normes linguistiques conce les qui sont du ressort de la Commission aspects du programme des langues officil la Fonction publique. Elle coordonne les de la Loi et du Règlement sur l'emploi da rer qu'elles sont conformes aux dispositi vites de dotation ministèrielles pour s'assdèlègation de pouvoirs.Elle surveille les 🕆 des postes qui n'ont pas fait l'objet d'un Fonction publique, ainsi que de la dotatiq sentation des candidats de l'extérieur de est responsable du recrutement et de la sion et des ministères et organismes. Ellé tratifs touchant la dotation de la Commis tests de sélection, et les procédés admirméthodes de dotation, les normes et les Commission, elle établit les principes et la siusi da, sax bolitidaes et quectives de la Conformément aux dispositions de la Lo

perrectionnement des autochtones et le personnes Programme d'accès pour les personnes handicapées. Elle s'occupe enfin de cert' nes activités liées à la planification des re-

nelle des temmes, le Programme national

de présentation et d'orientation professic-

titulaires. Elle dirige notamment le Bureat

#### Secrétariat exécutif

Il assure, au nom des commissaires, la planification et la coordination des stratégies générales, des politiques et des activités courantes de la Commission. Il répond aux demandes de renseignements des parlementaires, veille à la préparation du rapport annuel de la Commission et remplit diverses fonctions prévues par la Loi.

#### Direction générale des programmes de la catégorie de la gestion

Elle établit les directives et systèmes relatits au recrutement et à la sélection des membres de la scélection des membres de la scélection des deux set et à la solitique de la Commission. Elle assure la planification des carrières et de la relève et la prestation des cativités de dotration pour les postes de cadres de direction voires d'orientation. Elle fournit également des services d'orientation aux membres de la catégorie et à ceux qui aspirent à le devenir. Britin, elle est responsable des affectations internationales et des programmes Échanges Consad et Cours et affectations des Consad et Cours et affectations de perfectionnement.

#### Commissaires

Les trois commissaires, dont le président, sont investis des pouvoirs que la Loi sur l'emploi dans la Fonction publique contêre à la Commission de la Fonction publique.

Désignés par le gouverneur en conseil pour une période de 10 ans, ils ont tous trois statut de sous-chet de ministère. Le président tut de sous-chet de ministère. Le président la Commission. Ensemble, les commissaires la Commission. Ensemble, les commissaires detailseant les politiques conformément à la Loi et les décisions se prennent à la majorité.

L'honorable Serge Joyal Secréfaire d'État du Canada Chambre des communes Ottawa

Monsieur le Ministre,

Nous vous prions de bien vouloir déposer à la Chambre des communes le rapport de 1983 de la Commission de la Fonction publique du Canada.

Nous soumettons notre rapport au Parlement en conformité des dispositions de l'article 45 de la Loi sur l'emploi dans la Fonction publique du chapitre 71 des Statuts du Canada de 1966/1967.

Veuillez agréer, Monsieur le Ministre, l'assurance de notre très haute considération.

Le Président,

Eggs Sellent

Edgar Gallant

Le Commissaire,

Jennifer R. McQueen

Le Commissaire,

Trefflé Lacombe

Un aperçu de ce rapport est disponible en braille et sur bande magnétique.

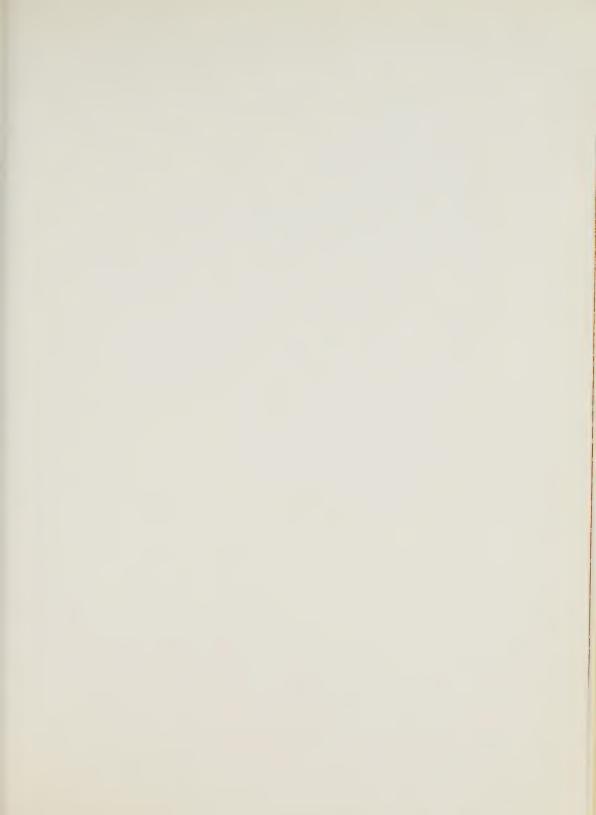
#### Rapport annuel

1983

Public Service Commission of Canada

Commission de la Fonction publique du Canada





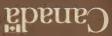
## Rapport

## **E861**

Commission de la Fonction publique du Canada

Public Service Commission of Canada





ublications

CA 1 C 5 - A 5 5

**Public Service Commission of Canada** 

# ANNUAL REPORT 1984

Public Service Commission of Canada

Commission de la Fonction publique du Canada





#### ANNUAL REPORT 1984

The Honourable Walter McLean, P.C. Secretary of State of Canada House of Commons Ottawa

Dear Minister,

We have the honour of asking you to transmit for tabling in the House of Commons the report of the Public Service Commission of Canada for 1984.

It is submitted to Parliament in conformity with the provisions of section 45 of the *Public Service Employment Act* (Chapter 71, *Statutes of Canada* 1966/67.)

Yours sincerely,

Edgar Gallant

Chairman

Jennifer R. McQueen Commissioner

Trefflé Lacombe Commissioner





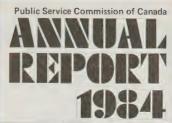










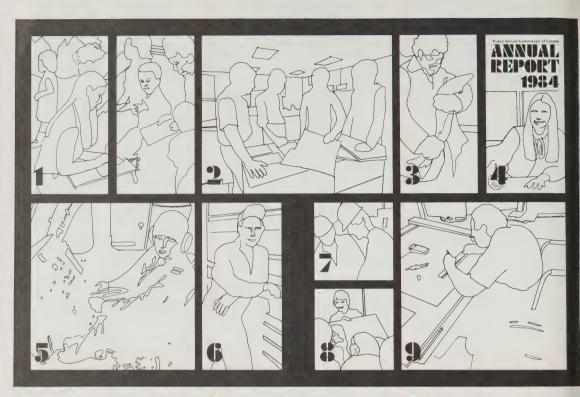












Immigration officer interviewing new immigrants, Department of Employment and Immigration

Data processing project, Canadian International Development Agency

Biologist, Department of Fisheries and Oceans

Cartographer, Department of Fisheries and Oceans

Hovercraft pilot, Canadian Coast Guard, Department of Transport

Veterinary project, Jamaica, Canadian International Development Agency Electrician and apprentice, Department of National Defence

Public health nurse, Department of National Health and Welfare

Draughtsman, Department of National Health and Welfare

A summary of this report is available in braille and on audio cassette.

© Minister of Supply and Services Canada 1985 Cat. No. SC1-1984 ISBN 0-662-53593-6 PSC 312T408

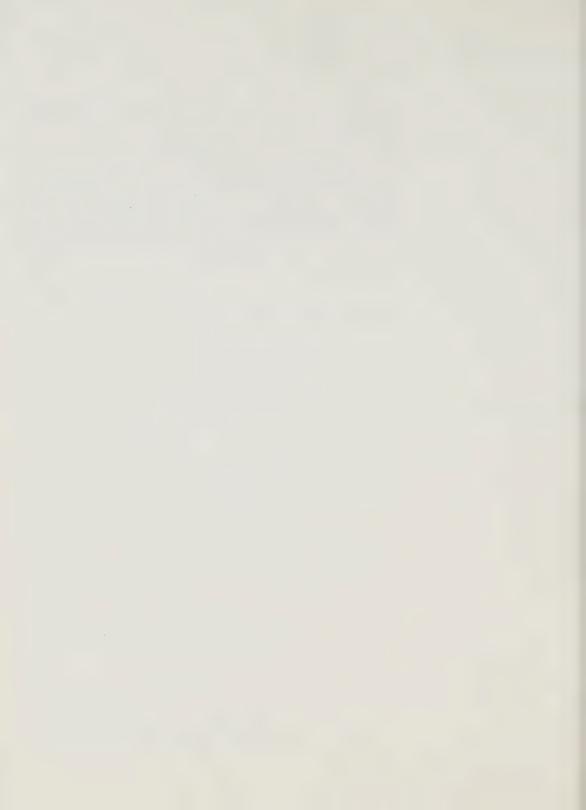


Highlights	9
The Commission at a Glance	10
Introduction	13
Administrative Reform and a Change in Attitude	15
Political Activities of Public Servants	17
Staffing	21
Tables	
A. Employees entitled to priority status	22
B. Appointments and Program of Services to Handicapped People	26
C. Appointments and Access Program for Handicapped People	26
The Management Category: A year of consolidation	29
Other Activities	33
Tables	
D. Delegation under the framework for delegation	34
E. Initial delegation of language evaluation authority	35
F. Delegation of assessment authority	35
G. Personal exclusions	37
Auditing Personnel Management	39
Redress in the 80s	41
Twenty Years of Language Training	45
Training Public Servants	47
Table	
H. Courses	48
Tight Control Over Internal Resources	49
Tables	
I. Person-years	50
J. Program expenditures	50
K. Person-years and funds	50
L. Source of person-years and funds	51
M. Person-years and funds for official language activities	51
Statistics	52
Technical Notes	54
Tables	
Population	60
<ol> <li>Federal government employment, December 1984</li> <li>Type of employment</li> </ol>	

- 3. Age, sex and language group
- 4. The ten major departments and their populations
- 5. Geographic area (Canada and outside Canada), sex and language group
- 6. Major centres, sex and language group
- 7. Geographic area, language requirements of position and language group
- 8. Department, sex and language group
- 9. Salary in current and constant dollars, sex and language group

Pop	oulation and occupational categories 70
11. 12. 13. 14. 15. 16. 17. 18.	Occupational category, type of employment, sex and language group Occupational category, group, sex and language group Occupational category and job location The Management Category and women, francophones and indigenous people Language requirements of position, occupational category and language group The Management Category, sex and language group The Scientific and Professional Category, sex and language group The Administrative and Foreign Service Category, sex and language group The Technical Category, sex and language group The Administrative Support Category, sex and language group The Operational Category, sex and language group
Ap	pointments 87
<ul><li>22.</li><li>23.</li><li>24.</li></ul>	Appointments and type of employment Appointments to the Public Service, geographic area, sex and language group Appointments within the Public Service, geographic area, sex and language group Appointments and occupational category
25.	Appointments to the Public Service, occupational category, sex and language group
	Promotions, occupational category, sex and language group  Lateral transfers or deployments, occupational category, sex and language group
29. 30. 31. 32. 33. 34. 35. 36. 37. 38.	Reappointments, occupational category, sex and language group Downward transfers, occupational category, sex and language group Appointments and employee mobility Appointments and selection process Appointments, occupational category, language requirements of position and language group Appointments and bilingual positions (imperative staffing) Appointments and bilingual positions (inon-imperative staffing) Applicants in the National Applicant Inventory System, geographic area and underrepresented group Appointments of university graduates and geographic area Appointments of university graduates and occupational field Appointments, Career-Oriented Summer Employment Program and occupational field
Se.	parations 99
40. 41.	Lay-offs, occupational category, sex and language group Separations and reasons Separations, occupational category, sex and language group
Ap	peals 102
44. 45. 46.	Appeals and occupational category Appeals and department Selection processes, appeals and occupational category Selection processes, appeals and department Appeals, appointing authority and type of selection processes

aining	
8. Developmental training and location 9. Developmental training and language of instruction 0. Developmental training and occupational category 1. Language training and region 2. Language training (basic continuous courses) 3. Language training (other courses)	
Glossary	111
Offices of the Commission	115







#### Population

Increase of 0.9 per cent in the number of public servants: from 222,044 in 1983 to 224,026 in 1984

Increase in the number of francophones n the Public Service: from 60,417 in 1983 to 61,614 in 1984. Representation of francophones rose from 27.4 per cent n 1983 to 27.7 per cent in 1984

Decrease in the number of public servants based in the National Capital Region: from 72,150 in 1983 to 72,089 n 1984. Proportion of public servants pased in the National Capital Region decreased from 32.5 per cent in 1983 to 32.2 per cent in 1984

#### Appointments and separations

Decrease of 3.0 per cent in the number of appointments to and within the Public Service: from 86,588 in 1983 to 14,002 in 1984

ncrease of 9.6 per cent in the number f appointments of candidates from utside the Public Service: from 10,066 n 1983 to 11,028 in 1984

ncrease of 8.0 per cent in the number f appointments to bilingual imperative ositions: from 10,470 in 1983 to 1,304 in 1984

Decrease of 3.8 per cent in the number f separations (including lay-offs): rom 19,177 in 1983 to 18,452 in 1984

#### Underrepresented groups

Increase in the number of women in the Public Service: from 90,186 in 1983 to 92,093 in 1984. Representation of women increased from 40.6 per cent in 1983 to 41.1 per cent in 1984

Identification of women, both inside and outside the Public Service, with the qualifications and potential to reach the Management Category, so that they will be considered for training and promotion

Increase of 7.0 per cent in the representation of women among university graduates recruited through the Post-Secondary Recruitment Program: from 42.1 per cent in 1983 to 49.1 per cent in 1984

Opening of a Northern Careers Program office in Frobisher Bay, to better serve the indigenous people of the Eastern Arctic

Implementation of a career opportunities program for the indigenous people of Manitoba

Implementation of a program for the recruitment and referral of psychiatrically handicapped people in the National Capital Region

Exhibitions of work-related technical aids mounted in a number of cities across Canada.

#### Management Category

Increase of 10.7 per cent in the number of Management Category employees, from 3,867 in 1983 to 4,281 in 1984. A part of this increase (4.1 per cent) resulted from the integration of equivalent-level positions with those of the category

Implementation of the Western Career Assignment Program: a pilot project

#### Language training

Decrease of 16.7 per cent in the number of participants in full-time, continuous language training courses: from 3,229 in 1983 to 2,690 in 1984

Increase of 11.1 per cent in the number of participants in other language training courses: from 8,978 in 1983 to 9,977 in 1984

#### Training and development

Increase of 17.2 per cent in the number of participants in professional development courses: from 10,968 in 1983 to 12,851 in 1984

Development of a number of courses in office technology

Purchase of technical aids to help make training more accessible to handicapped people

#### Appeals

Increase of 2.6 per cent in the number of appeals: from 2,400 in 1983 to 2,463 in 1984

Increase of 48.1 per cent in the number of appeals allowed: from 295 in 1983 to 437 in 1984



#### The Commissioners

The jurisdictional powers of the Public Service Commission rest with the three commissioners, one of whom is the chairman and chief executive officer. Appointed by the Governor in Council for a ten-year term, the commissioners have the status of deputy head. Together, they set overall policy in accordance with the *Public Service Employment Act*, and a majority of commissioners constitutes a quorum.

#### Executive Secretariat

The Executive Secretariat plans and coordinates the Commission's strategies, policies, and ongoing activities. It answers requests for information from members of Parliament, prepares the Commission's annual report, and performs certain functions outlined in the Act.

#### Management Category Programs Branch

This branch is responsible for the recruitment and selection of members of the Management Category in accordance with the directives and policies of the Commission. It carries out career and succession planning and staffing activities for senior management and executive positions. It also counsels members of and aspirants to the category. The branch is responsible for the Career Assignment Program, Interchange Canada, and for international assignments.

#### Staffing Programs Branch

This branch establishes staffing policies and procedures, selection standards and tests, and administrative procedures for staffing in accordance with the policies and directives of the Commission, and the Public Service Employment Act and Regulations. It recruits and refers candidates from outside the Public Service, performs those staffing activities of the Commission not delegated to departments, oversees departmental staffing activities and performs human resource planning activities. It sets language standards and tests the language skills of candidates for and incumbents of bilingual positions. Its many responsibilities include the Women's Career Counselling and Referral Bureau, the National Indigenous Development Program, and the Program of Services to Handicapped People.

#### **Audit Branch**

The Audit Branch conducts evelical audits to ensure that the staffing activities carried out under authority delegated to deputy heads by the Commission, and non-delegated staffing activities, are conducted in accordance with the Public Service Employment Act. It also conducts special studies and project audits on specific aspects of the staffing system. In addition, examination of other personnel management functions on behalf of the Treasury Board is integrated into the cyclical audits and carried out pursuant to the agreements between the two central agencies on their respective roles and responsibilities.

#### Staff Development Branch

This branch provides departments and agencies with developmental and training programs and related consulting and information services to improve the occupational performance of employees and to assist in implementing the Treasury Board training policy. It also assists departments and agencies to implement their training plans. This branch operates on a revolving fund financing basis.

#### **Corporate Systems and Services Branch**

This branch designs, promotes, implements and coordinates management systems in the Commission. It ensures that internal Commission policies and systems are consistent with central agency requirements; directs the acquisition and management of the Commission's resources; and provides services to other branches through the following directorates: Administration, Information and Management Systems, Corporate Systems and Analysis, Finance, Public Affairs, Personnel, Internal Audit, and Regional Services.

#### Appeals and Investigations Branch

This branch establishes independent boards to hear appeals brought by public servants against alleged breaches of the Act and Regulations, in such matters as appointment, promotion, demotion, and release. Decisions of appeal boards are final and binding on the parties in an appeal and on the Commission, and can be set aside only by the Federal Court of Appeal. The branch investigates complaints of discrimination from employees and applicants for employment in the federal Public Service. It serves as ombudsman in handling complaints from employees alleging harassment or unfair treatment on the job, and investigates complaints of questionable staffing practices brought to its attention by any source.

#### Language Training Program Branch

This branch responds to the needs of departments and agencies by providing language training to meet job requirements. It develops and conducts specialized courses in the two official languages in all regions of the country. It also delivers the Commission's Advanced Language Training Program. It advises departments and agencies and provides assistance on language training matters: analysis of needs, development of courses and programs to meet specific needs, program evaluation, testing, and guidance to public servants.



Nineteen eighty-four can be characterized as a year of adaptation to changing political and economic circumstances that have had a profound effect on the Public Service as a whole and on the individuals working within it. Since our last report to Parliament, there have been three prime ministers and two changes of government, demanding new levels of responsiveness and flexibility from those whose duty it is to serve the government in power. We believe that the Public Service has responded extremely well, but alterations to the composition of our political institutions, government priorities and practices, and management style, inevitably give rise to feelings of uneasiness or confusion on the part of some public servants, and to hope and enthusiasm on the part of others.

The major changes made in 1984 to the machinery of government and to the administrative environment have also had important implications for public servants. The winding-up of the ministries of State for Social Development and Economic Development, the closing of the Canadian Unity Information Office and the temporary freeze on departmental staffing had a significant impact on many individuals, particularly the employees of these three organizations, but also those whose career aspirations were affected by the reassignment of those employees. Expectations of further "down-sizing" of the Public Service are also causing considerable anxiety among employees.

It is against such a background that the 1984 Report to Parliament on our stewardship of the Public Service Commission should be read. As we said in our report of 1983, we believe that legislative change is urgently required to bring the administrative reform of the Public Service staffing and human resource management functions to a successful conclusion. In the meantime, as outlined in the first chapter, we are actively pursuing further reforms under existing laws to improve the efficiency and equity of staffing by greater reli-

ance on the quality of accountable management. The second chapter entitled "Political Activities of Public Servants" reports on our administration of section 32 of the Public Service Employment Act during one of the most active years in this regard. The other chapters provide an account of the Commission's operations in all areas of our statutory and delegated responsibilities-these are Management Category and staffing programs, staffing and personnel audit, appeals and investigations, language training, professional training and development and internal management.

For the achievements described in this report we owe a debt of gratitude to the employees of the Commission for their dedication and professionalism. We are also grateful to the deputy ministers, the Treasury Board Secretariat, departmental managers, personnel administrators and the Public Service bargaining agents for their cooperation during the year. Finally, we wish to express our appreciation to members of Parliament for their support and their help in drawing our attention to a range of issues of interest to the Public Service.

As we review the events of 1984, we cannot help but worry about a number of potential problems facing the Public Service of Canada. By calling some of our concerns to the attention of parliamentarians and other readers, we hope to help ensure that appropriate actions will prevent unwanted and unwarranted consequences.

Political rights of public servants — In last year's annual report, we asked Parliament to weigh carefully the long-term consequences of any change to the restrictions on some forms of political activity placed upon public servants by the present Act. Events during 1984 have deepened our concern in this area.

Accusations of partisan political behaviour within the Public Service have been made during the past year, usually in too generalized a form to be dealt with responsibly. At the same time, some public servants have voiced resentment at the restrictions placed upon their political activity by the Public Service Employment Act. Our review of developments in some provinces and in other countries has convinced us that full participation in partisan politics by public servants does undermine the impartiality of the Public Service and, in turn, impedes career development and stability of employment. We urge an open and careful discussion of this subject by parliamentarians, public servants and the public.

Responsibility — Public servants make an important contribution to the development of government policy, but the final decisions rest with ministers who bear the ultimate responsibility. There will be far-reaching implications for the future quality of the Public Service if those who are seen to be examples of dedication in providing loyal, professional advice and service to their ministers are subjected to punitive measures because of their association with policies or programs regarded as unacceptable to a new government.

The image of the Public Service — The phenomenon referred to as "bureaucrat bashing" escalated during the heat of the election campaign. While such attacks usually fail to distinguish between what is the result of a political decision and what is due to administrative practices, the result is destructive to the morale of public servants who have no way of defending themselves. One-sided media coverage, reports of auditors and other investigators whose duty it is to note the weaknesses and the imperfections, declara-

tions by interest groups who require publicity for their own causes—all contribute to producing a rather negative image of the Public Service. When this climate is sustained talented people are increasingly dissuaded from joining, while those within are inclined to become discouraged and the reality moves toward the image. We are concerned that the sense of pride in service that was the glory of the Public Service not all that long ago is being eroded.

Recruitment — The intake of talented, qualified young Canadians graduating from our post-secondary institutions has been reducing gradually over the past few years. Despite an increase in the number of appointments in 1984, such recruitment remains at very low levels and continues to be concentrated in a few areas of specialization. If the situation remains the same for any length of time, the Public Service will be deprived of its share of Canada's greatest resource and thus may have real difficulty in responding effectively to the challenges of tomorrow.

The concerns we have noted above take second place to the pride we feel in how the Public Service has adapted to the changes it has been called upon to make. Public servants have responded in the best traditions of the Public Service of Canada. More changes are in the offing and we feel confident that they will continue to be met with professionalism and integrity.



## Administrative reform and a change in attitude

In its Annual Report 1983, the Public Service Commission called for a major review of the three Acts that apply to human resource management, namely: the Public Service Employment Act. the Financial Administration Act and the Public Service Staff Relations Act. The Commission also recommended that the general principles underlying these Acts be stated, that their consistency be assured and that legislative reform be focussed on the responsibilities of managers. In 1984, the Commission decided that the time had come to redefine its basic orientation for the future.

In a series of consultations carried out by the Commission, deputy ministers, on the whole, stressed the need for an agency accountable to Parliament, with the exclusive authority to staff positions in the Public Service, notwithstanding any inconveniences this might cause for human resource management in general.

After examining various possible options, the Commission resolved to continue in the direction of administrative reform in which it was already engaged. The aim of this administrative reform is to ensure an efficient and equitable management of staffing activities, with emphasis on the quality of management decisions and the accountability of managers, rather than on increased regulations. It should be noted that, as a result of measures already implemented, it is now possible to tailor the delegation of staffing authority to the specific needs of each department\*. Moreover, the Commission worked closely with the Treasury Board Secretariat to establish the Management Category and to train managers in order that a large number of personnel management responsibilities could then be delegated to them. It replaced several of its regulations with guidelines to give managers greater flexibility and encouraged the disclosure of information in order to make the staffing system more equitable while reducing the number of appeals. It also emphasized training of

employees, particularly managers, in order to produce an atmosphere conducive to resolving problems in the workplace. However, after a detailed study of the work undertaken, the Commission could only conclude that these measures had not yielded all the desired results.

Many regard the Commission as an agency that exists to monitor the system established to ensure the application of the merit principle. They perceive the staffing process as being far too complex and, above all, far too lengthy. Many managers feel that redress mechanisms impede achievement of their objectives and only produce red tape. Others are convinced that the present system exists not to serve them but to achieve the aims and purposes of the Commission. The Commission, therefore, concluded that a major change in attitude was necessary and could only occur over a long period of time. The Commission strongly wishes to contribute to this change.

The Commission is convinced that much of the flexibility it wishes to bring to the management of staffing requires major legislative changes. It also realizes that these changes probably cannot be made before 1986 or even 1987. It has, therefore, decided to devote its efforts to bringing about further administrative reform.

The basic objective of the Commission is to develop a staffing system for the Public Service that is more effective, more efficient and more economical, while being fairer for employees and more open to all groups in the Canadian society. The Commission

<sup>\*</sup> In this report, except where a distinction is necessary, the term "department" refers to departments and agencies.

wishes to give managers greater latitude to meet operational requirements while observing the merit principle. But a change in attitude will be required on the part of managers which, far from hindering the legislative reform sought by the Commission, will ultimately help to ensure its success.

The operational requirements of departments vary significantly depending on their mandate, size, geographic dispersal and other factors. The Commission's approach must take into account the diversity and specific needs of departments while continuing to promote the concepts of equity and equal opportunity in employment for all Canadians. The Commission will redouble its efforts to demystify and simplify the staffing process. Finally, administrative reform will focus on managers and their responsibilities.

A multidisciplinary team has been working to ensure the success of this undertaking. It is basically oriented toward the quality of appointments and management accountability for staffing. The team will attempt to define the complementary roles of managers and personnel officers. Proposals for administrative reform will be subject to the required consultations with managers, bargaining agents, personnel officers, and between the central agencies.

In the meantime, some departments have already agreed to work with the Commission to make the system simpler and more flexible. This augurs well for the change in attitude so necessary to the success of administrative reform.

### Political activities of public servants

The issue of the permissible political activities of public servants reached a new level of prominence in 1984. Kindled in part by the passage of the Canadian Charter of Rights and Freedoms in 1982 and the occurrence of three major political events-two federal party leadership conventions in 1983 and 1984, and the 1984 federal election-increasing demands were put on the Public Service Commission by individual public servants. Public Service employee associations and members of Parliament to clarify and, in some cases, justify the limitation placed on the political activities of public servants.

#### The commissioners' message

In February 1984, through the forum of Dialoguexpress, (see page 19), the commissioners issued a special message to federal employees to clarify the political rights and responsibilities of public servants. This message presented guidelines to clarify the commissioners' understanding of the spirit and scope of the Public Service Employment Act as it pertains to the political impartiality of public servants. A key element of the message was that the Act places squarely on the shoulders of individuals the obligation to conduct themselves appropriately as regards political activity. The message was not an attempt to provide rules or regulations in this area. but to assist public servants in deciding on a course of action consistent with their positions.

The role of the Public Service Commission under the Act is not to provide rules and regulations in this area. Rather, the Commission is empowered to intervene in cases of alleged political activity of public servants only when the allegation comes from a candidate or former candidate in an election. To date, there has never been a formal allegation under the Act. Our other involvement in this area relates to requests for leave to run for political office, which the Commission may grant if it is of the opinion "that the usefulness to the Public Service of the

employee in the position he then occupies would not be impaired by reason of his having been a candidate for election...."

Dialoguexpress was widely distributed within the Public Service and to members of Parliament, senators and employee associations for information purposes, and received media coverage across the country.

Responses to the commissioners' message indicate that it was successful in attracting the attention of public servants to this important issue. Some members of Parliament indicated that Dialoguexpress had been useful in helping them to provide advice to their constituents. There were other interesting reactions: challenges to the Commission at its appearances before the Miscellaneous Estimates Committee on its authority to interpret the intent of Parliament as well as its right to withhold from the committee certain legal opinions in relation to this matter: challenges to the applicability of the Act in an area such as the National Capital Region where public servants make up a large portion of the voting public; allegations by employee associations that the Commission was setting rules and regulations, rather than guidelines, to intimidate public servants; and several applications to the Federal Court of Canada including a request for a declaration that section 32 of the Public Service Employment Act and the guidelines issued by the Commission have no force or effect, on the grounds that they are in conflict with the Canadian Charter of Rights and Freedoms, and that an injunction be issued against their application. Although an attempt was made to have the court issue an injuction immediately, the court refused on the grounds that it did not have time to review the entire matter before the federal election was to take place. This case is to go before the court in 1985.

There are several other federal court cases pending. The case-Ontario Public Service Employees Union et al. and Attorney General for Ontario-is before the Supreme Court of Canada which will likely consider the question of how far governments can restrict partisan political activities of public servants. The question of the right of the employer to place restrictions on a public servant's freedom of expression, including the right to make public statements of a political nature or to comment on public policy, has also been brought to the fore in other instances.

#### Leave to run for office

Fifteen public servants requested leave of absence without pay to seek nomination to run as candidates in the federal election in 1984. Thirteen requests were granted and two were refused. Of those receiving leave, four were successful in gaining nomination and one was elected to the House of Commons. There were no requests from federal public servants to run in any provincial by-elections held in 1984.

#### Interest remains high

Public Service employee associations continue to press for an expansion of the political rights of public servants. During the 1984 election campaign, they made a point of canvassing each political party on this topic and passing the results to their memberships. Since the election, they have continued their efforts to have the government expand the political rights of their membership and to press the Commission for relaxation of the rules, in anticipation of changes.

The Commission is concerned with ensuring that its views regarding the provisions of the Act, and on such terms as "work" in the context of section 32 of the Act ("... no employee shall engage in work for, on behalf of or against a candidate for election ... or ... a political party ..."), and "candidate for election" in the context of leave provisions and the ability to bring

an allegation of prohibited activity against a deputy head or an employee, are reflective of the wishes of Parliament, particularly in these changing times.

Requests for removal of the limitations on the rights of public servants to participate fully in the political process are countered by the claims from a variety of quarters that the Public Service has become increasingly politicized and that action is required to reverse the trend instead of to accentuate it.

Obviously the issue will continue to be an active one in 1985. The Public Service Commissioners would be most willing to appear before a parliamentary committee or any other official forum to share their accumulated experience in this area and help in the formulation of an appropriate approach.

The Commission is of the opinion that any examination of this important question of the appropriate levels of political activities of federal public servants must be guided by a set of parameters generally acceptable in the Canadian context. The following are some of the principles involved:

- The government of the day has the right to receive from all public servants objective information and impartial advice based on professional expertise and to expect they will carry out loyally the decisions of the government regardless of their political persuasion.
- The Canadian public has the right to be confident that public servants provide the assistance and the services envisaged by legislation and government policies and programs in a professional and totally impartial manner, treating everyone fairly and equitably.
- Public servants have the right to a guarantee that they will not be subjected to partisan influence in the loyal exercise of their duties and that their career interests and employment security will be protected against punitive measures based on the perception of political partisanship on their part.

Currently, public servants may vote, make financial contributions to a candidate for election or to a party and attend political meetings. They may also stand for nomination and be a candidate for election in a federal. provincial or territorial election, provided they have first been granted leave without pay by the Public Service Commission for this purpose. However, section 32 of the Public Service Employment Act stipulates that no deputy head or employee shall engage in work for, on behalf of, or against a candidate for election to the House of Commons, to a provincial legislature or to a territorial council; nor may they engage in work for, on behalf of, or against a political party.

In discussing options or possible changes to the present legislation, the principles stated above are at stake. Every proposal will have to be weighed against each of these principles, taking into account the provisions of the Canadian Charter of Rights and Freedoms and the best interests of the Public Service.

DIALOGUEXPRESS is published to keep DIALOGUE readers up-todate on developments in the person nel management field in the federal Public Service

## DIALOGUEXPRESS

FEBRUARY 1984



Public Service Commission Commission de la Fonction publique of Canada

#### Message from the Commissioners of the Public Service of Canada to federal employees

There seems to be a great deal of confusion and some apprehension concerning the limitations on the political rights of federal public servants as evidenced by the many questions which have been raised in recent years. There is a genuine need for a clarification of both the principles and the rules by which public servants should be guided in this regard. This is why we, the Commissioners of the Public Service of Canada, have decided to provide federal public servants with the following views

In our parliamentary system, the Public Service plays a fundamental role in helping the government and Parliament to serve the best interests of citizens. Indeed the role of public servants in the development of legislation and policies and in administering the resulting programs is an essential one Governments need and are entitled to receive objective information and impartial advice based on professional expertise. At the same time, citizens have the right to be confident that their public servants deliver the government's services in a professional and impartial manner. It is mainly for these reasons, we believe, that seventy-five years ago Parliament determined that appointments to and promotions within the Public Service would be based on the evaluation of the professional qualifications and personal qualities of candidates, without any consideration whatsoever of political affiliation or persuasion. It was also in part for the same reasons and to ensure equitable treatment that, in 1967, a large number of employees in the trades category were brought under the protection of the Public Service Employment Act.

Section 32 of the Public Service Employment Act limits partisan political activities by Public Service employees. Specifically, it forbids deputy heads and employees to "work for, on behalf of or against" a candidate or a political party in the context of federal, provincial or territorial elections. But having in mind the

considerations set forth in the above paragraph, we believe that the impartiality of the Public Service calls for principles of conduct going beyond the electoral context. Our views in this regard can be stated as follows:

Federal Public Service employees should not undertake activities, assume responsibilities or make public statements of a politically partisan nature or of a kind which could give rise to the perception that they may not be able to perform their duties as public servants in a politically impartial manner.

For greater clarity of this general principle, we propose the following guidance:

- employees should not personally campaign for or against political parties or candidates in federal, provincial or territorial elections:
- employees should not become involved in the solicitation, collection, distribution or administration of the finances of political parties or of candidates in federal, provincial or territorial elections;
- employees should not assume any official functions or be elected to any recognized offices, including being a delegate to meetings or leadership conventions, on behalf of a candidate or a political party at the federal, provincial or territorial level:
- employees must not stand for elected office or seek nomination in a federal, provincial or territorial election, unless they have first obtained permission from the Public Service Commission to take leave without pay in order to do so.

This, in our view, does not diminish the rights that public servants currently enjoy, including the right:

- to vote;
- to make financial contributions to political parties;
- to stand for nomination and run in a federal, provincial or territorial election, subject to prior approval by the Public Service Commission;
- · to attend meetings of a political party.

However, the right to attend political meetings does not change the obligation for public servants to ensure that their behaviour will not compromise the credibility of the Public Service as an impartial institution. Likewise, while a financial contribution may involve membership in a political party, public servants should refrain from exercising some of the usual rights, privileges and responsibilities which normally flow from such membership but which could jeopardize their impartiality in the eves of others.

Public servants employed in management positions, in positions providing direct service to the public or where they interpret and apply legislation or regulations must be particularly careful in their behaviour so as not to raise doubts about their impartiality and their professional ethics

Until Parliament gives further manifestations of its will, the above constitutes our interpretation of the spirit and the scope of the law in regard to the political impartiality of Public Service employees. We hope that these explanations will help you in deciding on a course of action appropriate to your specific situation.

Edgar Gallant Chairman

Jennifer R. McQueen Commissioner

Trefflé Lacombe Commissioner





Three per cent decrease in appointments

Sixty-seven per cent of appointments made outside the National Capital Region

Implementation of second-language evaluation system

Commission opens office in Frobisher Bay: recruiting indigenous people under the Northern Careers Program

New measure to help indigenous people in Winnipeg

A third program to assist handicapped persons: 105 benefitted

Post-secondary recruitment: more appointments, more women

Increase in the number of francophones: from 60,417 in 1983 to 61,614 in 1984

Priority placements increase by 21 per cent over 1983

The two changes of government during 1984 had immediate effects on the Public Service. These effects will continue to be felt as the new government examines Public Service structures and functions and establishes new priorities and emphases. Given this environment of change, it was appropriate for the Public Service Commission to continue to examine the administration of its staffing system.

During the year, the Commission assisted departments with the analytical and planning phases of the Affirmative Action Program which was introduced throughout the Public Service in June 1983. The Commission notes that Judge Rosalie Abella's Report of the Commission on Equality in Employment fully supports the Commission's view that targets, not quotas, are the most effective means to achieve equity in the employment of members of underrepresented groups.

In this chapter, the Commission reports on statutory and administrative priorities, official languages, and affirmative action. It gives highlights of regional activities, appointments, and elaborates on changes to the staffing system.

#### Priority administration

The Public Service Employment Act establishes a statutory priority for appointment of employees returning from leave of absence, of certain ministerial staff, and of individuals who have been laid off. Such priority status entitles these persons, in preference to all other candidates, to be considered for appointment without competition to any position for which the Commission may consider them qualified.

The Commission has also determined a number of administrative priorities that grant a similar right to certain employees, including those whose positions have been declared surplus to requirements, those whose positions have been downgraded, and those who have had to move to another location

because their spouses have changed jobs. Employees with an administrative priority are considered after those with a statutory priority.

The Commission's Priority Administration System ensures that departments, before proceeding to the normal staffing processes, give due consideration to employees with a priority who, in the opinion of the Commission, meet the basic requirements of the position being filled.

In 1984, emphasis was placed on improving the administration of the Priority Administration System.

The Commission joined with the Treasury Board Secretariat to remind departments of the need to redeploy their fair share of employees with priority status. The Commission itself reassigned additional staff to work on priority placements and instituted new administrative and marketing techniques.

As of January 1, 1984, 2,263 persons were listed in the Priority Administration System. During the year, 3,088 persons entered the system (table A), 2,223 went to new jobs; 221 withdrew from the system for such reasons as resignation, retirement, or because they were not interested in or available for other positions; 702 persons were either privatized with their positions, that is, their functions were taken over by private-sector organizations, or retained their Public Service positions; 255 persons had their priority status expire without obtaining further Public Service employment and 1,950 persons remained in the system at year end.

The winding-up, in July, of the Ministry of State for Economic Development and the Ministry of State for Social Development brought 130 employees into the priority system. The Commission established a team to interview and market them throughout the Public Service and, as a result, all 130

employees were redeployed in July and the first week of August. In addition, 68 employees from the Canadian Unity Information Office entered the system on October 10, 1984. By December 31, 1984, 45 had been placed.

During the latter part of the year, 1,781 public servants were added to the list, necessitating the reallocation of Commission resources in regional offices so that these employees could be placed as quickly as possible. Part of this increase stemmed from priority entitlements available to 82 ministerial employees, under section 37 of the Act.

The freeze on staffing and on discretionary spending announced by the Treasury Board on September 24, 1984, reduced the number of positions to be staffed. Nevertheless, the Commission was able to increase the number of priority placements from 1,839 to 2,223, an increase of 21 per cent over 1983, with 68 per cent of those made in the National Capital Region occurring after July.

#### Language standards and tests

A major part of the Commission's official language activities this year has been to complete, validate and implement its revised language standards and tests, conduct training sessions for departmental language assessors, and introduce a new second language evaluation system throughout the Public Service.

The new tests are designed to measure a candidate's ability to use a second language in work-related situations. There are separate tests for each of the three areas of skill: reading, writing, and oral interaction which measures both listening and speaking abilities. For each area of skill, there are three levels of proficiency, A (minimum), B (intermediate) or C (superior).

Reading and writing skills are assessed through a written multiple-choice examination. The candidate's listening and speaking skills are evaluated through a personal interview with a trained language assessor. Taking the candidate through a conversation typical of the workplace, the assessor guides the candidate into performing such tasks as asking and answering questions, narrating events, formulating hypotheses, and giving and supporting opinions. Role play simulations of everyday, work-related situations are also used.

A major feature of the new testing system is that individuals are assessed to their maximum level of language performance in all three skills, no matter what level is required by their positions. Since the assessment exercise could include granting exemptions from any future language testing, the Commission anticipates that retesting activities will be reduced significantly. Throughout the development of the new evaluation system, the Commission consulted with and received full cooperation from departments, bargaining agents and the Treasury Board Secretariat.



#### **Employees entitled to priority status**

Number of employees who became entitled to priority status, by reason, 1984

	Right to priority				
Reason	Exercised	Not exercised	Total		
Leave of absence - returnees/replacements	475	30	505		
Ministerial staff	69	13	82		
Lay-offs			02		
reorganization	289	77	366		
privatizationdecentralization	25	35	60		
	36	25	61		
Surplus <sup>a</sup>					
-reorganization	943	98	1,041		
—privatization	26	80	106		
decentralization	289	24	313		
Unsuccessful language training	20	1	21		
Reinstatement <sup>b</sup>	96	5	101		
Relocation of spouse	416	16	432		
Total <sup>c</sup>	2,616	404	3,088		

a In 1984, 277 employees who were entitled to priority status by reason of their positions having been declared surplus were laid off during the year. In this table, they are included under lay-offs.

b Refers to surplus or lay-off persons who accepted lower level positions and were given an administrative priority for one year to be considered for positions at their previous group and level.

<sup>&</sup>lt;sup>c</sup> The members of the Management Category who became entitled to priority status during 1984 are not included in the totals.

The system was also designed with delegation to departments in mind. The testing methods and techniques chosen were those that would allow for the administration and scoring of the tests by individual departments, thereby speeding up this aspect of the staffing process. All departments have had an offer of delegation and most have accepted. To assist departments, the Commission has prepared language selection standards with examples of the language tasks the individuals might be expected to perform, and video cassettes illustrating the different levels of language proficiency.

Reaction to the new tests has been positive and the Commission is confident that the new system will allow a better assessment of the ability of individual public servants to communicate in their second official language and also of the bilingual capacity of the Public Service as a government institution.

#### Staffing bilingual positions

Appointments to bilingual positions declined from 17,912 in 1983 to 17,602 in 1984. Imperative staffing was used for 4,699 appointments for an indeterminate period, while 6,298 appointments resulted from non-imperative staffing actions. Imperative staffing means that candidates must meet the language requirements of the position at the time of their appointment, whereas non-imperative staffing means that they may meet these requirements after their appointment, in certain circumstances. In 1984, imperative staffing was used for 42.7 per cent of indeterminate appointments to bilingual positions, compared with 35.7 per cent in 1983. The Commission welcomes this gradual movement towards the full application of the Public Service Employment Act with respect to staffing bilingual positions.

Again, in 1984, the language proficiency of appointees to bilingual positions for an indeterminate period improved; 83.4 per cent met the language requirements of their positions at the time of appointment, compared with 81.8 per cent in 1983. Only 12.1 per cent of appointees required language training at the time of appointment, compared with 13.4 per cent in 1983. Only 491 appointees to bilingual positions were unilingual persons excluded from the obligation to become bilingual under the Official Languages Exclusion Approval Order.

Part of this improvement is undoubtedly the result of ten years work to provide language training for public servants and the increased bilingualism of new employees joining the Public Service.

#### Participation of both language groups

In 1984, 58,081 anglophones and 25,294 francophones were appointed to and within the Public Service; francophones accounted for 30.3 per cent of all appointments, and 46.5 per cent were appointed to bilingual positions, compared with 10.0 per cent of anglophones. Francophones pursue their careers primarily in Quebec and in the bilingual regions.

Most francophones were hired in Quebec and in the National Capital Region. Proportionally, however, the intake of francophones was felt primarily in Ouebec and in New Brunswick.

Moreover, a continuing decline has been noted in the number of francophone employees who have left the Public Service. In fact, the number of francophones increased slightly from 1983. The overall participation rate has now risen from 27.4 to 27.7 per cent. Francophone representation in the categories has increased slightly, in particular in the Technical Category, up 0.5 per cent; in the Administrative and Foreign Service Category, also up 0.5 percent; and in the Management Category, up 0.2 per cent. Francophones now account for 19.9 per cent of the Management Category, compared with 19.7 in 1983.

Problems regarding francophone participation in northern and eastern Ontario and New Brunswick were jointly studied by the Commission and the Treasury Board Secretariat in 1982 and a report was published in 1983. Results are already being felt in New Brunswick and, to a lesser degree, in Ontario, despite restrictions on hiring in the Public Service. The status of anglophone participation in Quebec did not improve during the year despite the efforts of the Commission, Employment and Immigration Canada and other departments. The high retirement rate of anglophone employees has offset their increased recruitment.

The Commission continues to be concerned about the issue of equitable participation of both language groups. The current restrictions on hiring do not augur well for an improvement that has scarcely begun for francophones in northern and eastern Ontario and has not yet made itself felt among anglophones in Quebec.

#### Affirmative action

Equality of access to Public Service employment is an integral part of the merit principle. In 1984, the Commission continued to help departments to meet their affirmative action objectives by operating special measures, conducting recruitment and referral activities and providing technical tools, consulting services and training courses.

Since the introduction of the Affirmative Action Program directed towards women, the disabled, and indigenous people, the Commission undertook a review of its roles, responsibilities and services in this area to ensure that, as far as possible, it was serving the needs of both departmental managers and target group members.

#### Women

With the establishment of the Women's Programs Centre in 1984, the Commission integrated recruitment, and referral and career counselling of women into its mainstream operations, with the aim of helping women to develop their career plans and to make maximum use of the opportunities available in Public Service employment.

These objectives have been pursued through information and educational programs; 'through liaison with departments; and through the review, monitoring and analysis of operational activities, procedures and systems that affect women's opportunities for employment.

In 1984, the Commission developed a series of career advancement seminars and lunch hour information sessions for women at all levels, but especially for those in the Administrative Support Category. More than 900 public servants attended these sessions in the National Capital Region. Additional sessions will be given by the Commission and departments for employees in the other regions.

The Commission sponsored a film series for high school students entitled Women in Non-Traditional Careers. It continued to distribute the Out of the Classroom Into the Workforce series, as well as a variety of publications, including a quarterly newsletter, selected accessions lists and a booklet on family responsibility leave in the Public Service. An information resource centre is open to the general public.

#### Career counselling and referral

At the end of 1983, the Commission established the Women's Career Counselling and Referral Bureau to provide career counselling service to women at one and two levels below the Management Category and to women at three levels below who have demonstrated the potential to reach that category. The counselling service is also available to women in senior positions in the private sector who are interested in Public Service careers.

The service also refers women to departments for positions at one and two levels below the Management Category, and encourages departments to give women temporary managerial assignments. In addition, the bureau works closely with the Management Category Programs Branch to ensure that women who are ready are considered for senior management positions.

During the first year, the Commission counselled 1,160 women throughout the country, referred 80 women to the Management Category, referred 396 women ready for developmental positions to departments and arranged 25 managerial assignments.

#### Indigenous people

Through the Indigenous Participation Program, the Commission promotes equal opportunity and access to Public Service employment for indigenous people through the Office of Native Employment, the Northern Careers Program and the National Indigenous Development Program. In addition, the Commission jointly runs the Canada Careers Opportunities Program with the Department of Regional Industrial Expansion.

#### Native employment

The primary role of the Commission's Native Employment Program is to advise departments and assist them in their efforts to increase the employment of indigenous people at all levels.

The main activity of the Commission in 1984 was to develop and distribute information packages to increase management's awareness of indigenous people and recruit them into the Public Service. A number of career fairs were held in most regions of the country. The Commission also counsels prospective indigenous employees on recruitment procedures, job readiness and career development.

#### Northern careers

Through the Northern Careers Program, the Commission recruits northern indigenous people for on-the-job training opportunities in federal departments operating in the North.

In August 1984, services to indigenous people in the Eastern Arctic were expanded with the opening of an office in Frobisher Bay. Since 1974, when it was first offered in Whitehorse and Yellowknife, the program has attracted close to 400 indigenous participants.

At the end of 1984, there were 41 participants in the program. program's structure was recently changed so that the Commission and the department providing on-the-job training opportunities each pay an equal share of the costs of person-years and the participants' salaries. Departments initially had some difficulties in sharing these costs, which the Commission had previously borne, but interest in the program is rapidly growing and it is expected that resources will be fully used in the next fiscal year. The program now has a potential maximum of 91 participants at any one time.

#### Indigenous development

In 1983, the Commission officially launched the National Indigenous Development Program. Through this program, the Commission places status and non-status Indians, Métis and Inuit on two-year management development assignments, with the objective of increasing their numbers in managerial and advisory positions in the federal Public Service. During their assignment, participants learn the skills that will enable them to compete successfully for management positions.

By the end of 1984, 1,141 applications had been reviewed, and 42 participants were undergoing training and on developmental assignments in 17 federal departments in 9 centres across Canada.

#### Career opportunities

In 1984, under the umbrella of the Canada/Manitoba Northern Development Agreement, the Commission and the Department of Regional Industrial Expansion jointly launched the Canada Careers Opportunities Program. This is a pilot project to recruit and train Manitoban status and non-status Indians, Métis and Inuit, from within or outside the Public Service, for such jobs as meteorological technicians, radio operators, electronic technicians, draftspersons, illustrators, laboratory technicians, and primary product inspectors. The project is scheduled to end on March 31, 1988.

The program, with an allocation of 100 person-years, will place indigenous recruits in participating departments and will finance training-both on-thejob and at educational institutions-for up to two years. As trainees, they are term employees of the Department of Regional Industrial Expansion. Upon successful completion of their training. they become indeterminate employees of the department that provided their training.

#### Handicapped persons

The Commission has two major programs to increase the participation of physically and mentally handicapped persons in the Public Service. The Program of Services to Handicapped People completed its fourth year of activities to recruit, refer and appoint disabled individuals who are ready to join the job market. The program arranged 371 appointments in 1984, compared with 424 in 1983 (table B).

The Access Program for Handicapped People, established in October 1983, provides on-the-job training to physically handicapped persons who, though qualified in other respects, lack relevant work experience; and provides person-years and salary resources to departments. During participating 1984, 147 persons were hired as trainees and 98 persons who had completed their training period were offered continuing employment within departments (table C).

As part of the Access Program, the Commission runs a central loan bank of technical aids for trainees, and counsels departments in the purchase of such aids when a trainee is offered continuing employment at the end of the training period. An exhibition of work-related technical aids mounted in a number of cities across Canada during the year.

A new program of specialized recruitment and referral assistance was formally instituted in 1984 for psychiatrically disabled persons seeking employment in the National Capital Region. Through this program, the Commission offers individual counselling and assists in placing qualified candidates in the Public Service, who are referred to it by medical practitioners. At year end, a total of 105 persons had been appointed.

#### Black people

In 1984, the Commission's Black Employment Program continued its efforts to recruit Black people for positions in federal departments in Nova Scotia. The Commission worked with departments, distributed career information packages in Black communities, and participated in career workshops for youths sponsored by the Black Cultural Society and its Black Cultural

As of December 1984, Black people constituted 6.8 per cent of the Nova Scotia inventory with the heaviest concentrations continuing to occur in the administrative areas.

The 87 Black individuals referred for officer-level positions in 1984 constituted 4.4 per cent of all referrals made in Nova Scotia during the year. This compares favourably with the 44 referred in 1983. Of this number, 28 qualified and 9 were ultimately appointed, compared with 12 and 6, respectively, in 1983. Further, Employment and Immigration Canada data indicate that approximately 200 Black individuals were appointed in administrative support and operational positions throughout the year, compared with 210 in 1983.

#### Affirmative action support

In 1984, the Commission provided support services to departments as they continued the analytical and planning phases of their affirmative action programs. To help departments establish their affirmative action objectives, the Commission developed availability estimates of target group members in most occupational groups in the Canadian labour market, nationally and regionally, within and outside the Public Service. A computerized forecasting model has served to assist departments in their numerical targetsetting exercises. Numerous training and information sessions on the analytical process were held for departmental affirmative action staff and considerable work was done with departments on the provision and analysis of data, as well as on the uses and applications of the various tools and techniques available.

During 1984, the Commission extended the number and type of tests available in braille, large print and audio-tape for visually impaired candidates. These tests cover a wide range of abilities from clerical to second language to financial administration and computer programming and are used in staffing and in selecting employees for developmental opportunities.

Recruitment, referral and monitoring carried out by the Commission are important to departmental success in increasing the participation of underrepresented groups. Therefore, applicants to the National Applicant Inventory System (NAIS) are invited to identify their membership in one or more of the underrepresented groups. Such data allows the Commission to follow up on specific cases and analyse performance in all regions of Canada.

#### Regional activities

Approximately 67 per cent of all Public Service appointments were made in regions outside the National Capital Region. Similarly, about 68 per cent of public servants work outside that region.



#### Appointments and Program of Services to Handicapped People

Number of appointments of handicapped people to the Public Service by level, type of employment and geographic location, 1984

Level	Type of employment			Geographic location			
	Term*	Indeterminate	Total	NCR	Other	Total	
Officers	74	18	92	48	44	92	
Support staff	250	29	279	181	98	279	
Total	324	47	371	229	142	371	

<sup>&</sup>lt;sup>a</sup> Includes appointments for terms of under six months.



#### Appointments and Access Program for Handicapped People

Number of appointments of handicapped people to training-on-the-job and post-training positions, 1984

	Training on-the-job appointments			Post-training appointments				
Level	National Capital Region	Other	Total	National Capital Region	Other	Term	Indeter- minate	Total
Officers	17	25	42ª	17	13	18	12	30
Support staff	23	82	105b	9	59	49	19	68
Total	40	107	147	26	72	67	31	98

<sup>&</sup>lt;sup>a</sup> Of the 42 persons appointed to officer-level training positions during the year, 30 had been appointed by the end of the year (see post-training appointments), 10 were still on training, 1 was laid off due to a lack of departmental resources, and 1 had resigned from the training position.

Consequently, a major part of the Commission's operational activities is conducted in other regions. As noted earlier, recruitment, referral, monitoring and support to departments are major regional activities and placement of persons with priority status was of prime importance in 1984. Yet, each regional office of the Commission has developed activities to meet local conditions and requirements. The highlights of regional activities in 1984 follow.

#### Atlantic

- Career fairs for indigenous students
- Special advertising initiatives for underrepresented groups
- Affirmative action training in departments
- Administration of the Black Employment Program

#### Quebec

- Quarterly meetings with staffing officers
- Two meetings of the interdepartmental committee of equal opportunities for women
- Exhibition of technical aids for handicapped persons
- Meetings with major anglophone associations in Ouebec
- Three information sessions for members of the public

#### **National Capital**

- Increase of 41 per cent over 1983 in placement of employees with priority status
- Reduction in time taken to process applications for employment and easier identification of applicants in shortage areas

- More flexible and personalized referral service to departments
- Placement of employees granted priority status because of the staffing freeze and the abolition of the Ministry of State for Economic Development, the Ministry of State for Social Development and the Canadian Unity Information Office
- Increased placement of CO-OP students
- Special recruitment activities for occupational groups in shortage areas

#### Ontario

- Four career fairs for indigenous students
- Establishment of a counselling unit for employees with priority status

b Of the 105 persons appointed to support-level training positions during the year, 68 had been appointed by the end of the year (see post-training appointments), 6 were still on training, 21 were laid off due to a lack of departmental resources or because the trainee was unsuccessful in training, and 10 had resigned from their training positions.

- Establishment of a Services-for-Women Unit
- Training sessions on Federal Court decisions for departmental staffing officers
- Information sessions for administrative staff of members of Parliament to help them deal with constituents' questions on employment

#### Manitoba and Saskatchewan

- Development of the Canada Careers Opportunities Program
- Development of two video presentations for indigenous people on career choice
- Full integration of affirmative action activities with staffing operations and decentralizing them to local centres

#### Alberta and Northwest Territories

- Special recruitment and referral service using Native Outreach, a community referral agency, in cooperation with Employment and Immigration Canada
- "Calgary Service," an executive search approach to attracting professionals of high calibre from the Canadian oil and gas industry
- Regional program of interdepartmental assignments for employees at intermediate levels, that is, 1 to 3 levels below senior management

#### Pacific and Yukon

- Update of the National Applicant Inventory System to improve regional operations
- Pilot project to match surplus employees with positions soon to be vacated as a result of retirements
- Use of the Access Program for Handicapped People
- Career fairs in indigenous communities
- Career counselling sessions for women employed in departmental regional offices

# Appointments

The Commission received 171,559 job applications during the year, including post-secondary recruitment and Foreign Service applications but excluding those for the Management Category. Total appointments declined from 86,588 in 1983 to 84,002 in 1984, a decrease of 3.0 per cent. Appointments from outside the Public Service went up from 10,066 in 1983 to 11,028 in 1984, an increase of 9.6 per cent. Appointments for an indeterminate period went down by 4.2 per cent, from 39,006 to 37,387 and appointments for a specified period decreased by 2.1 per cent, from 47,579 in 1983 to 46,595 in 1984.

The number of appointments without competition rose from 34,264 in 1983 to 37,551 in 1984, 44.8 per cent and 51.5 per cent, respectively, of all appointments from within the Public Service. Most appointments without competition were either of employees with priority status or reappointments of term employees to the same positions before expiry of their terms.

## Staffing system changes

Review of the *Public Service Employment Regulations*, made in close consultation with departmental representatives and bargaining agents, continued in 1984. The review seeks to simplify and clarify the Regulations, making them easier to understand and apply. Section 44 of the Regulations was amended to permit the Commission to specify another period in which employees might appeal against release or demotion for reasons of incompetence or incapacity, when they are prevented from appealing by circumstances beyond their control.

During the year, as a result of a Federal Court decision, the Commission changed the criteria for obtaining opinions on appointments without competition. This change ensures that the prejudicial effect on the advancement of an individual seeking an opinion is duly

considered on a case-by-case basis. Previously, the Commission had defined sets of circumstances in which prejudicial effect was deemed to have occurred.

The Canadian Aviation Safety Board, the Canadian Import Tribunal, and the Office of the Grain Transportation Agency Administrator were placed under the authority of the Act.

The announcement in June 1984 of the establishment of the Canadian Security Intelligence Service resulted in the amendment of subsection 2(2) of the Act which deems employees of the security service to be employed in the Public Service for purposes of competition only. In addition, for the two-year period ending June 20, 1986, employees of the Canadian Security Intelligence Service, who were previously appointed or employed under the Act, have the right of transfer into the Public Service.

Similar residual transfer rights accorded to Canada Post employees when it became a Crown corporation in 1981 ended in October 1984.

To simplify the hiring process for short-term employment in certain occupational groups, the Commission obtained approval to grant the Department of the Environment an exclusion from the provisions of the Act for appointments of less than six months for the Environment 2000 Program. Such exclusions have also been granted to the departments of Energy, Mines and Resources; National Defence; and Public Works. Persons hired under these Orders are not eligible to compete in closed competitions.

The Department of Public Works' pilot project to establish a staffing program tailored to the department's needs completed its third year. The most significant developments of 1984 were the training of 375 managers to accept delegated staffing authority and the transfer of staffing authority.

Throughout the year, the Commission helped departments to establish effective and efficient human resource systems. Thirteen departments were provided staffing consultation services to improve their management of outside recruitment, resource strategies and staffing delivery services. Major reviews of staffing practices are being conducted in Statistics Canada and in the Department of Transport, and other departments are planning similar reviews.

In 1984, the Commission and the departments of Agriculture; Employment and Immigration; Energy, Mines and Resources; Indian Affairs and Northern Development; National Revenue (Taxation); and Transport worked as partners on a major study of the efficiency and effectiveness with which staffing services are delivered throughout the Public Service. Statistics Canada provided its services and methodology for the study. Collation and initial analysis of data were carried out late in 1984 and the results will be available in 1985.

Integration of the Staffing Manual into the Personnel Management Manual continued. When this work has been completed, managers will have easier access to information about the staffing system and Commission and Treasury Board policies necessary to timely and effective decisions on personnel matters.

## Testing

During the year, the Commission promoted the use of testing as an important tool in the staffing process. It administered some 50,000 tests. Development and Use of Knowledge Tests, first in a series of guides for line managers and personnel officers, was produced. Pre-competition testing was introduced to allow departments to save testing time later on in the staffing process.

There was a shift towards the development and use of different assessment tools in selecting individuals for important and critical management positions. More sophisticated strategies have been applied to identifying and selecting management talent through the use of multiple assessment tools. In many competitive processes, management simulations and exercises are being combined with other tools, such as selection interviews and performance appraisal information, to arrive at a sound and reliable judgement of managerial skills and abilities.

### Post-secondary recruitment

In 1984, 14 appointments to foreign service developmental positions were made, using the eligible list of foreign service officers established by the 1982 foreign service officer recruitment competition.

The total number of appointments of university graduates increased by 44.8 per cent in 1984: there were 756 appointments, compared with 522 in 1983. Nevertheless, the intake of recent graduates has been affected by continued budgetary restraint and low attrition rates. There was a substantial increase in appointments to positions of an administrative nature: 322 compared with 195 in 1983. There were also significant increases in appointments of pure and applied science, computer science, economics and law graduates.

Of the 756 graduates appointed, 371 were women, 49.1 per cent of the total number compared with 42.1 per cent in 1983; and 221 were francophones, 29.2 per cent compared with 29.7 per cent in 1983.

The departments of Agriculture, Environment, Insurance, Justice, National Defence, National Health and Welfare, Secretary of State, Transport and Veterans' Affairs were delegated authority to recruit graduates for certain occupational groups. These departments appointed 114 graduates to positions in translation, law, agriculture, veterinary science, actuarial science, meteorology, defence science, nursing and air traffic control.

Community college and CEGEP graduate appointments increased by 72.7 per cent, from 110 in 1983 to 190 in 1984; the increase was seen in all areas. Of the 190 graduates hired, 67 (35.3 per cent) were francophones and 73 (38.4 per cent) were women.

In 1984, Employment and Immigration Canada was delegated authority for recruitment and referral of postsecondary students under the Career-Oriented Summer Employment Program (COSEP). A total of 7,530 students were hired, compared with 6,355 in 1983, an increase of 18.5 per cent. Some 5,002 of the COSEP positions were funded by the Summer Canada program; this was 35.3 per cent more than in 1983. The Summer Student Customs Officer Program accounted for 508 positions, a 12.0 per cent increase over the 447 positions staffed in 1983. There were 1,210 Student Placement Officer positions with Employment and Immigration Canada, compared with 1,233 in 1983. The balance of 810 positions were included in departmental budgets. Of the 7,530 COSEP students appointed during the year, 3,703 (49.2 per cent) were women and 2,269 (30.1 per cent) were francophones.

The number of federal assignments for students enrolled in cooperative education programs at post-secondary institutions in Canada dropped significantly from 967 in 1983, to 797 in 1984. This was mainly because of budget restrictions in the major employing departments. However, in the summer of 1984, the Treasury Board took steps to encourage greater flexibility in providing CO-OP assignments and these should increase substantially in 1985. The 797 CO-OP assignees included 279 women (35.0 per cent) and 192 francophones (24.1 per cent).

#### Administrative trainees

Ninety-six persons were appointed as administrative trainees compared with 93 in 1983. Of these, 49 were recruited from universities and 47 were selected through departmental competitions.



# The Management Category: A year of consolidation

Measures taken to increase the representation of women in the category

Brokerage activity increased due to closing of two departments

Fifty-three Canadians on international assignments

The Career Assignment Program in Western Canada: a pilot project

More than three years have passed since the Management Category was established in the Public Service. The philosophy and concepts on which the category is based are now well entrenched in current policy, programs and practices. From that point of view, 1984 has been a year of consolidation.

The Public Service Commission is responsible for appointing public servants to the Management Category, for their promotion (or demotion) and for their movement from one department to another. It is also responsible for selecting and appointing candidates from outside the Public Service. Deputy heads are delegated the authority to make intradepartmental appointments or reassignments of members of the category where there is no change in their occupational group or level. This flexibility allows deputy heads to meet operational and career development needs.

The Commission received advice on developmental and succession planning and recruitment for the higher levels of the Management Category from its Senior Personnel Advisory Committee. This committee, which met several times in 1984, is comprised of the secretary of the Treasury Board, the comptroller general, the senior adviser on personnel management in the Privy Council Office and the commissioners.

There are two occupational groups in the Management Category: Executive (EX), with levels ranging from 1 to 5; and Senior Management (SM). These groups include most positions in the upper levels in a department. The positions carry titles from chief to assistant deputy minister. Medical officers and lawyers are not included. There were at year end 4,281 members in the category-2,258 executives and 2,023 senior managers—compared with 3,867 in 1983. The growth is due in part to the integration of equivalent positions from other categories into the Management Category.

In 1984, 1,234 appointments were made to and within the category including 664 to and within the EX group and 570 to and within the SM group. Of these appointments, 58 were made from outside the Public Service; 324 were made by deputy heads under delegated authority. Sixty-six women were appointed to EX levels and 82 to the SM level.

In addition to exercising its authority to appoint under the *Public Service Employment Act*, the Commission implements programs delegated to it exclusively or shared with the Treasury Board—these include the Interchange Canada and the Career Assignment programs. The Commission consults with the Treasury Board and departments to ensure that there is no duplication of activities.

## Resourcing the category

Resourcing is the term used to describe the following activities: planned interdepartmental deployment, staffing, and counselling members of the Management Category.

Planned interdepartmental deployment is the calculated and orderly movement of executives and senior managers with exceptional potential but requiring specific experience or those who may be experiencing employment difficulties. Brokerage is the term generally used to describe the process that procures the placement of a manager who, for one reason or another, is required to move from his or her existing position to another.

During the year, following the completion of the performance review and employee appraisal process, departments were asked to provide succession plans, information on vulnerable positions, names of employees with high potential, and information on affirmative action initiatives to increase the representation of women, indigenous people and handicapped persons on their management teams. As appropriate or needed, the Commission and departments review these plans and

map out short-term activities. These plans also form the foundation for reviewing and analysing resources to meet the broader objectives of the Management Category.

One of the Commission's affirmative action initiatives was the gathering of information on women from within and outside the federal Public Service having the potential and wishing to enter management positions. This information was supplied by the Career Assignment Program, the Women's Career Counselling and Referral Bureau, and departments, to ensure that qualified women are considered for promotion and for developmental opportunities.

During the year, brokerage activity was carried out with the closing of the ministries of State for Social Development, and Economic Development. Within a six-week period, the Commission had procured jobs for 42 persons in the EX, and SM and equivalent groups.

The staffing activity considers managers wishing to move on a lateral transfer, those whose appointments would constitute a promotion, and qualified persons from outside the federal Public Service. Advertising and executive search firms are some of the means that may be used to identify potential candidates outside the federal Public Service.

The Commission offers counselling services to members of and aspirants to the category. Counsellors provide assistance in career planning and they offer job referral services and candid feedback to unsuccessful candidates. Informal avenues for redress are also open to members of the category, particularly with respect to interdepartmental redeployment activity.

# International assignments

The objectives of the Commission's international programs are, first, in concert with the Department of External Affairs, to improve the representation of Canadians in international organizations and, second, to increase the number of exchanges between the Canadian public service and foreign governments. These assignments ensure that Canada plays an appropriate role in the work of international organizations; exchanges facilitate the transfer of knowledge and technology. Both contribute to the career development of the individuals who participate.

During 1984, 53 Canadians were placed in 27 international organizations in such positions as assistant secretary general of the Commonwealth Secretariat in London: resident representative of the United Nations Development Program in Aden; director of the operations division, International Atomic Energy Agency in Vienna; radiation hygiene scientist at the World Health Organization in Geneva; and deputy director of information in the North Atlantic Treaty Organization in Brussels.

In addition, 11 Canadian public servants were assigned to other governments and 11 visitors took up assignments in the federal Public Service.

## Career assignments

The Career Assignment Program (CAP) is administered by the Commission on behalf of the Treasury Board. The program has been and continues to be one of the most effective means available to departments to identify and develop individuals with senior management potential. The program assesses the potential of candidates to perform at senior management levels and those selected enter an integrated program of education, counselling and planned work assignments. Traditionally, invitations are also extended to organizations outside federal jurisdictions and, since its establishment in 1968, CAP has accommodated 78 individuals from this group of organizations.

This year, there were 39 new participants in the program. During each of the past five years women represented approximately 36 per cent of total participants. Of the 299 women now at senior management and executive levels, 45 are former members of CAP.

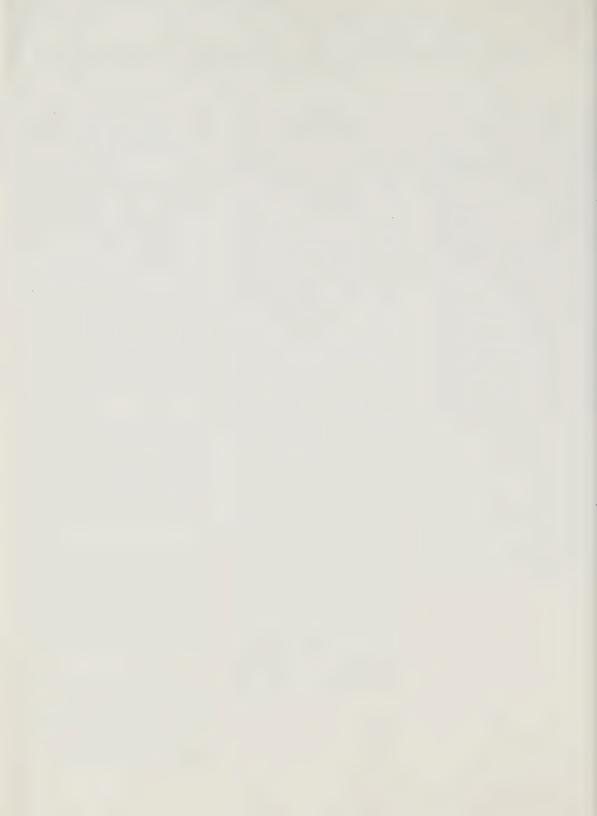
In 1984, the Career Assignment Program introduced, on a pilot basis, a decentralized regional operation in western Canada. This operation serves middle managers and others with high potential for becoming senior managers, and responds to the interest expressed by provincial and territorial governments. Operating from its Edmonton office, the western program offers similar services to those given in the National Capital Region. More than 50 nominees from federal, provincial and territorial governments in western Canada were assessed this year and 24 successful candidates were accepted for the first western CAP course to be held in Victoria in March 1985.

The Career Assignment Program also offers developmental courses in Quebec City, the United Kingdom, France and Belgium under a special development program. In 1984, two employees were selected to attend the Canada-United Kingdom Exchange Program in London, England and one employee was selected to attend the École nationale d'administration in Paris with three management trainees coming from that institution on short-term work assignments in Canada.

## Interchange Canada

The Interchange Canada Program is administered by the Commission on behalf of the Treasury Board. The program negotiates and effects the exchange of senior officers, managers and professionals from the federal Public Service and their counterparts from the Canadian private sector, the academic community, and provincial, territorial and local governments. The objective of the program is to develop and strengthen mutual trust and cooperation. In 1984, there were 310 participants in the program.

During the year, the Commission intensified its promotion of the Interchange Canada Program by developing an extensive network of personal contacts within and outside the Public Service and by more extensive and effective use of the media. In addition, several measures have been instituted to improve the administration of the program and the counselling given to participants through all stages of the assignment.





New delegation arrangements made with 11 departments

Three agencies delegated staffing authority for the first time

Delegation of language evaluation to 44 departments

# Delegation of Staffing Authority\*

Implementation of the framework for delegation continued during 1984. New delegation arrangements were made with 11 departments (table D). Of these, seven had special needs for which provisions were made. Staffing authority was delegated for the first time to three agencies (table E). Before making these arrangements, the Public Service Commission conducted comprehensive audit and review of each department's management of delegated authority.

# Delegation of language evaluation\*

In 1984, having introduced the Second Language Evaluation System, the Commission proceeded to delegate to 44 departments authority for assessing facility in the second language (table F). These departments may now evaluate language proficiency—at levels A, B and C—in writing, reading and oral interaction, and grant exemptions from tests of ability in the last two skills. Administration of the writing test for exemption is also delegated; however, the Commission will continue to score this test and determine whether exemption in this skill is warranted. The Commission will also have a team of language examiners available to departments.

It was agreed that accredited language examiners of the Office of the Auditor General might use the Second Language Evaluation System under the same terms and conditions applied to departments with delegated authority.

# Group exclusions

Section 39 of the Act authorizes the Commission to exclude, from provisions of the Act, any position, individual or class of positions or individuals, in any case where it is neither practicable nor in the best interests of the Public Service to apply the Act or any of its provisions. Any decision of this type, or revocation, must be approved by the Governor in Council. The following exclusions were made in 1984.

**Order-in-Council No. 519,** effective February 16, 1984

The Commission excluded, from the provisions of the Act, 11 positions in the Office of the Secretary to the Governor General. This order gives the Governor General the discretion to appoint certain staff members without reference to the Act.

Order-in-Council No. 1073, effective March 29, 1984

The Commission excluded, from subsection 12(2) of the Act relating to race discrimination, developmental positions in the Canada Career Opportunities Program to facilitate the appointment of indigenous persons. The order is in force for three years.

Subsection 6(1) of the Public Service Employment Act provides for delegation of authority to deputy heads, subject to terms and conditions established by the Public Service Commission.

# Order-in-Council No. 1074, effective March 29, 1984

The Commission excluded, from provisions of the Act, all persons appointed for a specified period of less than six months in the Department of the Environment, within the Environment 2000 Program, from April 1, 1984 to March 31, 1985. This order permits the expeditious recruitment of workers for projects of a limited duration.

# Orders-in-Council Nos. 1452, 3038, and 3692, effective May 3, August 31 and November 15, 1984 respectively

The Commission excluded, from paragraph 21(b) of the Act, certain persons who would otherwise have a right of appeal against the appointment without competition to indeterminate positions of certain employees appointed for specified periods and with five years of continuous employment. It further excluded the positions to which these persons were appointed from the application of section 18 of the Act concerning eligible lists and from subsections 29(3), 30(1) and (2), and 37(3) and (4) concerning priorities. This order permits the appointment of long-term specified period employees to indeterminate positions in the same groups and levels as previously held.

# Order-in-Council No. 1680, effective May 17, 1984

The Commission excluded, from section 10 of the Act, certain positions in the Air Traffic Control group, Department of Transport; and from section 21 of the Act, certain persons who would otherwise have a right of appeal against the appointment of employees who participate in the Selection by Seniority Program for Air Traffic Control Training or the Air Traffic Controllers Transfer Down Program. This order is in effect from May 17, 1984 to April 30, 1986. It permits, on an experimental basis, the use of seniority as a means of selecting air traffic controllers for training leading to appointment.



# Delegation under the framework for delegation

#### Communications

- to authorize acting appointments, for periods of up to 4 years beyond the initial
   12 months, of employees engaged in fixed term projects specifically approved by
   the Treasury Board
- relief from the general requirement to obtain the Commission's approval before authorizing certain appointments without competition following a reclassification 1984-06-01

### Energy, Mines and Resources

• 1984-12-31

#### External Affairs

 to authorize acting appointments, for periods of up to 3 years beyond the initial 12 months, of employees in the Operational, Administrative Support and Administrative and Foreign Service categories on single rotational posting assignments 1984-08-14

#### Labour

 to recruit mediation/conciliation and labour affairs officers 1984-01-11

#### National Library of Canada

• 1984-05-07

#### National Revenue (Taxation)

 to recruit clerical and data processing staff for the annual Tax Return Program for specified period employment at Taxation Centres, and to modify the application of selection standards 1984-01-10

#### Public Archives of Canada

• 1984-05-04

#### Public Works

- continued authority to recruit ships' officers for floating plant operations
- to select and appoint Administrative Trainees from outside the Public Servic who are referred by the Commission
- to recruit operational, administrative support and technical category staff a specified locations where needs cannot be met by central agency referral services
- to apply the following departmental policies and contract which includ variations from the Commission's staffing policies and guidelines for the Publi Service:
- area of competition policy
- short-range forecasts of anticipated vacancies and expression of prior interest
- appointment following reclassification
- appointment without competition pursuant to subparagraph 5(c)(v) of th Public Service Employment Regulations
- contract between the Commission and the department concerning externs recruitment
- to use flexible competition notice periods within specified normal limits
- to have direct computer access to the Commission's Staffing Priority Admin tration System, to identify persons who have a staffing priority, should the become technically feasible
- to use alternative approaches to selection and testing, to those prescribed selection standards, subject to collaboration with and approval by t

#### Table D—Continued

Commission's Personnel Psychology Centre, and the observance of the minimum qualification requirements in selection standards 1984-04-01

Secretary of State of Canada

 continued authority to recruit translators 1984-09-01

Supply and Services (Services)

• to recruit and appoint clerical staff, without competition, within specified limits, to ensure timely distribution of government cheques in the event of interruptions in the postal service 1984-06-01

Supply and Services (Supply)

• 1984-06-01



# Initial delegation of staffing authority

Canadian Aviation Safety Board

recruitment services for civil aviation inspectors to be provided by Transport

1984-12-21

National Farm Products Marketing Council

1984-01-19

Office of the Commissioner of Official Languages

1984-12-31



# Delegation of language evaluation authority

Agriculture

Bureau of Pensions Advocates Canada Labour Relations Board Canadian International Development

Agency

Canadian Pension Commission
Canadian Radio-television and
Telecommunications Commission

Canadian Transport Commission Communications

Consumer and Corporate Affairs Correctional Service of Canada

Employment and Immigration Energy, Mines and Resources

Environment

External Affairs

Federal-Provincial Relations Office

Finance

Fisheries and Oceans

Indian Affairs and Northern

Development

Justice

Labour

National Defence (civilian)

National Energy Board

National Health and Welfare

National Library of Canada

National Revenue (Customs and

Excise)

National Revenue (Taxation)

Office of the Commissioner of Official

Languages

Pension Review Board

Privy Council Office
Public Archives of Canada

Public Service Commission

Public Works

Regional Industrial Expansion

Royal Canadian Mounted Police (Public Service employees)

Science and Technology

Secretary of State of Canada

Statistics Canada

Supply and Services (Services)

Supply and Services (Supply)

Transport

Treasury Board, Office of the Comptroller General

Treasury Board Secretariat Veterans Affairs

War Veterans Allowance Board

Order-in Council No. 2158, effective June 21, 1984

The Commission excluded, from paragraph 21(b) of the Act, certain persons who would otherwise have a right of appeal against the appointment of employees in the Custodial Officer subgroup, Correctional group, who are appointed without competition to a position, in medium or maximum security institutions classified at one level higher or lower than that they previously occupied. This order will expire on October 31, 1986. It facilitates transfer of custodial officers between the two types of institutions according to operational requirements and efficient personnel management in the Correctional system.

Order-in-Council No. 2288, effective June 28, 1984

The Commission excluded, from sections 10 and 11 and subsections 12(1) and 12(2), certain positions in the National Indigenous Development Program; from sections 20, 27, 28 and 31, persons appointed to such positions and from section 21 of the Act relating to appeals, persons who would otherwise have the right of appeal. This order facilitates the appointment of indigenous persons to developmental positions under the National Indigenous Development Program during the period July 1, 1984 to March 31, 1988.

Order-in-Council No. 4095, effective December 20, 1984

The Commission excluded, from subsection 12(2) relating to sex discrimination, 94 positions in the Ships' Crews group and Ships' Officers subgroup—Marine Operations (Training)—for a period of three years. This order permits these positions to be filled by women under a special program to reduce disadvantages experienced by women with respect to employment on certain ships operated by the Department of Fisheries and Oceans.

#### Personal exclusions

In addition to the previous exclusions, 13 persons (table G) were excluded from the Act when appointed to Public Service positions for a period specified in exclusion approval orders. An exclusion approval is automatically revoked when the person is appointed to another position whether under the Act or not.

# Leave of absence for political partisanship

Under section 32 of the *Public Service Employment Act*, a public servant seeking to be a candidate in a federal, provincial or territorial election must apply to the Public Service Commission for a leave of absence without pay. The Commission may grant leave if, after consultation with the deputy head, it is of the opinion that "the usefulness to the Public Service of the employee in the position he then occupies would not be impaired by reason of his having been a candidate for election."

In 1984, the Commission received 1 such requests from prospective cand dates in the 1984 federal general election. All but 2 requests were granted.

Of the public servants granted leave two were from the Department of Energy, Mines and Resources and on was from each of the following depart ments:

Agriculture
Insurance
Employment and Immigration
Energy, Mines and Resources
External Affairs
Indian and Northern Affairs
Justice
National Defence
National Revenue (Customs
Excise)
Public Archives of Canada
Supply and Services
Transport Canada

# Revocation of Appointments

Revocation of appointments can occu under the Act:

an

- under section 6—if the appointmen
  was made under delegated author
  ity and the Commission is of th
  opinion that the person appointe
  does not possess the necessar
  qualifications to perform the dutie
  of the position, or if the appoint
  ment contravened the terms an
  conditions under which the depart
  ment received its authority. How
  ever, if the appointment was fron
  within the Public Service a board o
  inquiry would be charged witl
  recommending the revocation;
- under section 21—if an appea against an appointment has been allowed;
- under section 41—if following a investigation a public servant i found to have been involved in fraudulent practice.

In 1984, 19 appointments wer revoked, 2 under section 6, 16 unde section 21 and 1 under section 41 of th Act.



# Personal exclusions

Order-in-Council			
Number	Duration	Name	Title
520°	1984-02-16	Jules Roger Michel	Kitchen helper in the Department of National Defence
580	1984-02-20/ 1985-02-20	Frederick R. Drummie	Associate Deputy Minister of Indian Affairs and Northern Development
295	1984-05-01/ 1985-05-01	Jean Edmonds	Associate Secretary of the Ministry of State for Economic and Regional Development
406	1984-04-21/ 1985-04-21	Bernard Drabble	Associate Deputy Minister of Finance
408	1984-04-30/ 1985-04-30	Bruce Rawson	Federal Economic Development Coordinator
159*	1984-06-21	Paul H. Alfers	Commerce officer in the Department of National Revenue
224	1984-07-01/ 1985-07-01	Jaffray Wilkins	Associate Deputy Minister in the Department of Transport
226	1984-08-01/ 1985-08-01	Maureen Law	Associate Deputy Minister in the Depart- ment of National Health and Welfare
228	1984-05-02/ 1985-05-02	Patrick Reid	Commissioner General of Expo '86
149	1984-07-04/ 1985-07-04	Arthur Kroeger	Special Advisor to the Secretary to the Cabinet
<b>451</b>	1984-07-04/ 1985-07-04	Gordon Smith	Associate Secretary to the Cabinet and Deputy Clerk of the Privy Council
453	1984-07-04/ 1985-07-04	Jean Edmonds	Special Adviser to the Deputy Minister of the Department of Regional Industrial Expansion
916	1984-07-04/ 1985-07-04	Jean Edmonds	Associate Deputy Minister of the Department of Regional Industrial Expansion
39°	1984-07-04/ 1985-07-04	Gordon Smith	Associate Secretary to the Cabinet and Deputy Clerk of the Privy Council
414	. 1984-07-04/ 1985-07-04	Arthur Kroeger	Special Adviser to the Secretary to the Cabinet
15	1984-08-08/ 1985-08-08	Paul Labbé	Executive Director of the Canadian Industrial Renewal Board
[32ª	1984-11-01	George W. Kennedy	Senior Education and Training Officer in the Department of Public Works

arder taken as a corrective action to an administrative error and allowing the Commission to appoint be employee without competition and without granting appeal rights

o replace Order-in-Council No. 2453

c mendment to Order-in-Council No. 2451

d mendment to Order-in-Council No. 2449





# Auditing personnel management

COSEP: fairly well managed but marketing must be improved

No abuse found in the use of temporary help agencies

The Delegation Advisory Committee: reviewing the way it works

To ensure that staffing policies and practices in the Public Service achieve their intended results and that delegated staffing authority is properly applied, the Commission audits and reviews departmental staffing operations. Also, on behalf of the Treasury Board, it audits and reviews other areas of personnel management: classification, compensation, staff relations, official languages and affirmative action.

During 1984, the Commission conducted two audits and reviews on staffing only, and five on personnel management. In addition, it conducted eight post-audits, and special audits of the use of temporary help agency staff in the Public Service and of the Career-Oriented Summer Employment Program. The Delegation Advisory Committee held eight meetings.

The results of the 1984 audits confirm that departments were succeeding in making managers more aware of their responsibilities in the management of their human resources. Some departments were particularly successful in providing an appropriate level of personnel services to their managers. Some of the better departmental practices are highlighted below.

- One department has adopted a committee approach to human resource management. In this way, personnel and senior line managers work as a team to integrate the operational and planning aspects of the department's work.
- One department has set up a centre to provide employees with information on staffing, training, official languages and departmental policies. This openness with its staff has enhanced the visibility, credibility and responsiveness of the department's personnel services.
- One department significantly increased the representation of underrepresented groups by incorporating this goal into personnel management planning. This was a result of the strong commitment of all levels of management.

 One department is developing an inventory of partly assessed candidates for its more frequently staffed positions, thus saving time when these positions need to be filled.

The Commission also identified some common weaknesses that require further attention and improvement.

- The approval process for personal service contracts must be strengthened to prevent employer-employee relationships from developing.
- Mechanisms for formulating policy and setting procedure must reflect operational concerns and central agency policy if personnel policies and procedures are to be efficient and effective.
- Initiatives to increase participation of underrepresented groups must be integrated with departmental human resource planning.
- Human resource planning must be fully integrated with operational goals and objectives to enable personnel units to anticipate the staffing needs of managers.

# Using temporary help agencies

A special audit examined how departments use temporary help agencies and how many agency staff subsequently obtain employment in the Public Service. Twelve departments in 29 locations were chosen as being representative of the Public Service. The Commission found that departments were, on the whole, using temporary help agencies in accordance with Treasury Board policy. It found that an average of 6.6 per cent of agency staff joined departmental ranks after temporary assignments within the department.

The audit found that the following factors contributed to reasonable and appropriate use of temporary help agencies: a clear and comprehensive statement of departmental policy in which roles and responsibilities are defined; communication of this statement by the deputy head to managers and personnel officers; and direct

involvement of the department's personnel unit in exercising effective control. Where there were weaknesses in communication and control, the Commission advised the deputy head to correct them.

# Career-Oriented Summer Employment Program

In December 1983, the Commission delegated to Employment and Immigration Canada the authority for recruitment and referral of post-secondary students to the Career-Oriented Summer Employment Program (COSEP). To assess the manner in which that department was carrying out this responsibility, the Commission audited activities in departments participating in the program, at headquarters and in the regions, and units of Employment and Immigration Canada providing recruitment and referral services.

The Commission concluded that COSEP was fairly well administered but recommended that in order to improve management of the program, Employment and Immigration Canada do the following:

- re-evaluate the number, quality and training of regional staff;
- organize information sessions for departments;
- help departments to increase participation of underrepresented groups in COSEP by more actively promoting the program among their members;
- adopt measures to promote a consistent, efficient and effective referral service.

# Delegation Advisory Committee

In 1984, the Delegation Advisory Committee conducted its cyclical review of the delegation of staffing authority in eight departments. To help the Commission make decisions in this regard, the committee used all available material on departmental performance, including information obtained from personnel audits and reviews.

Modifications are being made to the way in which the committee works. Departmental representatives will play a larger part in the drawing up of their instruments of delegation to tailor them to individual needs and objectives, thus encouraging a greater sense of ownership and accountability.

#### Personnel audit and review

Since the signing of the letters of agreement with the Treasury Board in June 1982, the Commission has conducted ten integrated personnel audits. The Commission takes into consideration the burden placed on deputy heads when a number of audits are being conducted in their department. The examination of the interrelationship of all personnel disciplines with staffing has provided more information about departmental management practices. Audit reports are transmitted to deputy heads to inform them of the state of their department's personnel activities.

The Commission is extending the cyclical audit and review process to include an examination of staffing issues across the Public Service, such as, the quality of staffing decisions. It is also expanding and refining audit methodology and enlarging the scope of integrated personnel audits so as to examine how the training function is managed.

Amalgamation of directorates to form a more efficient investigative unit

Accelerated method of processing complaints tested: wider application anticipated

Appeals: number of appeals increased by 2.6 per cent, while appealable selection processes decreased by 1.7 per cent; number of appeal board decisions rendered increased by 12.0 per cent In 1984, the Public Service Commission continued to place strong emphasis on redress in the federal Public Service.

To meet an improved standard of service in dealing with complaints and appeals, the Commission amalgamated its Anti-Discrimination and Investigations directorates to form a more efficient administrative and investigative unit. It also processed a limited selection of complaints using an accelerated method that brought together the complainant, the respondent department and the union to try and resolve complaints without resorting to a lengthy, formal investigation. The result of these test cases has been encouraging and the Commission anticipates a wider application of the process.

In appeals, the Commission encouraged full disclosure, a procedure that calls for a department to give to the appellant and the union complete information about the selection process, prior to any formal hearing. This approach reduces the possibility of conflict and the time it takes to hear an appeal and reach a decision by approximately 20 per cent. In some instances full disclosure meetings have eliminated the need for an appeal hearing. The impact of this approach is to be assessed in 1985. The Commission will also focus on education and prevention as ongoing activities to place the initial responsibility for redress in the hands of departments.

# Appeals

The number of appeals increased from 2,400 in 1983 to 2,463 in 1984, while the number of appealable selection processes decreased from 15,275 in 1983 to 15,012 in 1984. The number of appealable selection processes actually appealed in 1984 was 1,484 or 9.9 per cent. Although the number of appealable selection processes decreased by 1.7 per cent, the number of appeals increased by 2.6 per cent.

This would seem to indicate that, because of the decrease in promotion

opportunities, employees are more ready to contest the selections that are made or proposed.

Of the 2,463 appeals in 1984, 2,379 were against selection processes under section 21 of the *Public Service Employment Act*, and 84 were against recommendations to demote or release employees under section 31 of the Act.

The number of appeal board decisions rendered this year increased by 12.0 per cent: 1,154 in 1984 compared with 1,030 in 1983. Of the 1,154 decisions, 832 or 72.1 per cent were rendered within ten working days of the appeal board decisions may concern more than one appeal or more than one selection process.

The following are examples of decisions rendered by appeal boards or appelate courts in 1984.

#### Huckins (83-21-CAE-51)

This case shows how an impropriety on the part of a selection board may affect not only the appellant but other candidates in a number of other competitions held at the same time.

One out of five candidates was successful on a knowledge examination for a customs inspector's position. The appeal board established that all candidates had originally been awarded one mark for every good answer given and that all candidates had, in fact, successfully passed the examination. However, the appeal board further found that, some time later, the answers were assigned different point values by the selection board, although it was clear that they did not deserve different point values. The appeal board concluded that the subsequent change in the assignment of points was so improper that it impugned the validity of not only the competition under appeal but also that of 21 other closed competitions conducted at the same time. The appeal was allowed.

#### Case (84-31-AGR-2R)

This is the first time that an appeal board overruled two different objections made by the opposing parties bearing on its jurisdiction to hear a release case.

The first objection was raised by the department's representative who contended that the appellant had lodged her appeal after the 14-day period had expired. The second objection was raised by the appellant's representative who claimed that a grievance had been filed against the action taken by the department which was strictly disciplinary in nature and that the matter should be dealt with only by an adjudicator.

The appeal board overruled the department's objection. The department had given an ineffectual notice to the appellant having sent it by registered mail. However, the department had remedied the situation by delivering the notice of the recommendation for release personally to the appellant, who subsequently appealed within the prescribed 14-day period.

The appeal board also overruled the appellant's objection for the reason that there was no evidence that the matter had already gone before an adjudicator, which, by reason of comity (courtesy between tribunals), might have induced the appeal board to wait for the adjudicator's decision. The board held that even if there had been evidence to that effect, comity did not override the principle that the appeal board had to decide the matter of its own jurisdiction.

This case is also interesting because it upholds the principle that a person may be incapable of performing the duties of a position due to health reasons even if the appellant's specific illness cannot be identified. It also shows the onus that must be placed on a deputy head to establish a *prima facie* case before an appeal board, if a recommendation for release is to stand.

The recommendation was upheld by the appeal board.

#### Ryder and Viguers (84-21-EIC-33)

The appeal board was called upon by the appellants to determine its own competence to examine the way in which the department had exercised its managerial powers. The appeal board found that while the *Ricketts* decision of the Federal Court of Appeal seems to place no restrictions on the power of management to establish the requirements of a position, in fact the same court in the *Bambrough* decision had formerly expressed the view that these requirements must, nevertheless, be reasonable.

# Her Majesty the Queen vs. Noreau et al. (A-1347-83)

This case makes the point that, where an appointment is made without competition, no person possesses a right to appeal unless the Commission first gives an opinion to the effect that the person's opportunity for advancement has been prejudicially affected by the specific appointment in question.

In this case, the appellants contested the appointment of an employee to a position without competition on the grounds that their opportunities for advancement had been prejudically affected by the appointment. The appeal board, relying on two Public Service Commission bulletins, ruled in favour of the appellants. However, in an appeal brought before the Federal Court, the decision of the appeal board was overturned.

#### Guy and the Public Service Commission Appeal Board (Court File A-789-83)

The Federal Court of Appeal confirmed the appeal board's decision which rejected the challenge by an appellant on the validity of a provision of the Official Languages Exclusion Approval Order. The appeal board had found that the exclusion order was passed under section 39 of the Public Service Employment Act and this was clearly within the powers of the Public Service Commission.

# Demaere vs. the Queen [1983] 2 F.C. 755

The Federal Court of Appeal dismissed an appeal against the decision of an appeal board that held that the area of competition which had been determined pursuant to section 13 of the Public Service Employment Act was not inconsistent with section 6 of the Canadian Charter of Rights and Freedoms.

The appellant claimed that his right to pursue a livelihood by trying for a better position in British Columbia had been denied by the restrictions imposed on his eligibility to be a candidate in the competition by the competition being open only to employees of the Pacific Region and of the Transport Canada Training Institute in Cornwall.

The court held that the determination of the area of competition was authorized by section 13 of the Public Service Employment Act. This determination did not discriminate among persons primarily on the basis of province of present or previous residence. The Public Service Employment Act is a law of general application within the meaning of the Charter, in force in British Columbia as in any other province or in the territories. The Charter right, the appellant claimed, was subject to this law.

# Lepage and Department of External Affairs (Court File A-913-83)

This case is important because the practice in the Department of External Affairs of using the qualifications found in the selection standards as the statement of qualifications to be used in staffing Foreign Service officer positions was challenged. The Federal Court of Appeal refused to interfere with the decision of an appeal board which found that the list of qualifications contained in the selection standards was an adequate statement of qualifications and that there had been no real violation of the Public Service Employment Regulations which prescribe that such a statement must be provided and published.

#### Vorias and Department of External Affairs (Court File A-1196-83)

The findings in this case were similar to those in the Lepage case. However, the appeal board had gone further by finding that while there had been a violation of the Regulations because no statement of qualifications had been provided and published, the evidence before it did not show that there was a real possibility that compliance with the Regulations might have brought a different result in the competition in question. The Federal Court of Appeal in that case found no fault with that conclusion.

### Taback vs. Public Service Commission (Court File A-697-83)

This case is important because in it the Supreme Court of Canada refused to interfere with the decision of the Federal Court of Appeal which found that the refusal of the Commission to establish an appeal board, following the lodging of an appeal, was wrong. It also refused to interfere with another aspect of that same decision which found that the trial court had been wrong in refusing to issue an Order for mandamus, which would compel the Commission to establish an appeal board, on the ground that the appeal was doomed to failure. That determination was not for the court but for the appeal board to nake.

#### Taback (82-21-TAX-79)

Following the decision rendered by the Supreme Court of Canada, the appeal poard found that where a person is lischarged from the Public Service and as lodged a grievance resulting in a einstatement to the position, that erson does not preserve his or her ight as an employee for the purpose of varticipating in a competition. He or he only preserves that right for the urpose of lodging a grievance. The ppeal board, therefore, concluded that had no jurisdiction to hear the ppeal.

## Investigations

In 1984, the Commission received 282 new complaints alleging discrimination. down from the 385 received in 1983. The fluctation in numbers of complaints in this area is not unusual. It has been occurring since 1972 when the Commission first started to investigate complaints of discrimination within the Public Service. This year, there were 745 cases under investigation, an increase of 13.4 per cent over the 657 last year. Of these cases, 456 were closed, representing an increase of 96.6 per cent over the 232 closed in 1983. The number of cases carried over into 1984 was 463 compared with 289 to be carried over into 1985, a decrease of 37.6 per cent.

Of the 282 complaints received in 1984, 121 fell under the Commission's ombudsman role, 93 involved allegations of staffing infractions and 68 involved allegations of discrimination. In order of frequency, complaints of discrimination were of race, colour and national origin, 10 per cent; age, 5 per cent; sex, 4 per cent; and disability, 2 per cent.

In 1984, the Commission received 860 complaints in other areas, and from these opened 416 investigation files. The other 444 complaints were dealt with through advice and assistance which resulted in withdrawals, or referrals to other agencies due to lack of jurisdiction. The Commission closed 514 cases during the year, an increase of 25.1 per cent over 1983. In 1984, 22 per cent of the complaints investigated were allowed, 63 per cent were disallowed and 15 per cent otherwise resolved. Since 1977, the proportion of complaints allowed has remained constant at about one in five cases investigated.

The following case summaries illustrate the types of complaints received and how they were resolved.

#### Colour

Of interest in this case is the impact a specific complaint can have on other situations in the same milieu. The Commission upheld a complaint of discrimination on the basis of colour, lodged by an employee to the effect that she had received an unfair performance evaluation. The department agreed to review all evaluations of employees in the unit and determined that one other Black employee's appraisal was also improper. Both were changed and, in addition, the department undertook measures to improve working conditions in the unit.

#### Unfair treatment

The complainant, a former employee, failed to qualify for an open competition for a position he had occupied for ten years prior to his resignation. The investigation revealed that individual had scored significantly higher than all other candidates in the areas of knowledge and abilities but had received a score of zero on personal suitability. The investigation revealed that the selection board had failed the individual because he had turned down an offer of employment to his former position one year prior to the competition in question. The department agreed to reassess the complainant and subsequently found him qualified. He was offered the position.

#### Marital and family status

A single employee alleged that he was the victim of discrimination on the grounds of marital and family status. In this case, the employee faced eviction from Crown-owned housing which he believed to have been a result of his single status. In fact, he had two-bedroom accommodation which was needed for a family. The investigation showed that the policy which provides accommodation to employees is done on the basis of the size of a family. operational (job-imposed) requirements and salary level.

Because housing accommodation was provided for single persons as well as families, it was found that the housing policy was non-discriminatory and that management had acted in a reasonable manner in the circumstances.

#### National origin

This case illustrates that the investigation of alleged discrimination, while disallowed, can lead to other findings of impropriety. The complainant was appointed from outside the Public Service to a position at a level lower than the level of the position. Ten months later, he was rejected on probation. The complainant alleged unfair treatment and discrimination on the basis of national origin. Although the investigation did not substantiate the allegation of discrimination, it did determine that the complainant's name should have been placed on an eligibility list for a position for which he was qualified, in accordance with section 28 of the Public Service Employment Act. because the appointment held by him was made from within the Public Service. As a settlement, the complainant was placed on an eligibility list and subsequently was offered and accepted a position within the department.

#### Personal harassment

This case is interesting because it raises the issue of what constitutes personal harassment as opposed to close supervision. The complainant alleged that he was subjected to personal harassment and unfair treatment in that he had been disciplined and his work was being closely monitored by his supervisor. Upon investigation, however, it was determined that the suspensions imposed on the employee had been clearly explained to him and, by his own admission, they were not without cause. As well, his work was closely monitored in an attempt to correct various aspects of his behaviour in the workplace - tardiness, absence from

his work station and personal use of the telephone during office hours. The investigation further revealed that the standards of behaviour in the workplace were applied equitably to all employees, and that management had applied progressive discipline where circumstances warranted it. The complaint was not upheld.

#### Unfair appraisal

This complaint deals with a perception of unfairness where the facts were only clearly established upon investigation. A former employee alleged that she had received an unfair performance assessment and that a poor reference from her former department was hampering her opportunities for re-employment in the Public Service. The investigation showed that management had been dissatisfied with the employee's performance for more than a year and the appraisal identified error rates in excess of the standard applicable to all employees performing identical functions. Management's concerns had been expressed in a prior work review report but the employee's performance had not improved. When contacted by a department for references, the reporting supervisor confirmed the content of the appraisal report but recommended that the department give the individual an opportunity to demonstrate her capabilities in another work environment. It was found that the employee had been properly assessed in accordance with objective standards and that the work references given were accurate. The complaint was rejected.

# Twenty years of language training

Language courses respond to the increased importance placed on language-of-work

Special courses developed to meet departmental needs

Registration for intensive and continuous courses falls from 3,229 to 2,690

Demand grows for special and more flexible courses

In January 1964, acting on a recommendation made by the Senior Officials Committee to the Royal Commission on Government Organizations (Glassco), the then Civil Service Commission of Canada conducted its first structured second-language courses for federal employees.

Over the last 20 years, language training has undergone significant changes leading to a refinement of the courses given and teaching methods used in the federal Public Service, thus responding to an evolving work environment. The Public Service Commission, so named in 1967, is proud of the role it has played in making bilingualism a reality in the federal Public Service.

#### Courses to meet students' needs

At the outset, the Commission offered courses of varying lengths depending on the availability of participants. Soon, courses were given cyclically. This change proved to be more satisfactory and seemed more acceptable to departments. It should be noted that, at that time, participants enrolled voluntarily.

In 1973, a parliamentary resolution outlined the measures that should be adopted in the Public Service to enable Canadians to obtain services in French or in English and recognized that federal public servants should be able to work in their first official language. After the employer identified what positions were bilingual in the Public Service, the Commission designed intensive and continuous training courses for incumbents of bilingual positions. Second-language learning became a priority.

In 1977, departments were given the primary responsibility for achieving government objectives on official languages. The Commission, therefore, had to intensify language training programs in departments and provide the technical and specialized assistance necessary.

### Towards better learning

In 1971, the Commission introduced Dialogue Canada, an audio-visual method of teaching with a uniquely Canadian content. While Dialogue Canada did respond in part to the language of work, over the years it has undergone frequent modifications. Today it takes into account, even more, the language needs of the workplace.

Over the years, the Commission has introduced and developed specialized language services in the following areas: orientation of candidates to language training; information and consultation; development of programs, methods, and measurement and evaluation tools; and production and distribution of teaching materials. These services have helped to improve the quality of language training.

# Working in the second language

In 1984, language-of-work took on a new dimension when, in order to meet departmental needs, the Commission integrated units relating to language-of-work into its courses. In addition to its basic language training and other scheduled courses, the Commission continued to introduce several new courses.

It also responded to requests for instruction outside normal terms and conditions. One example is a course designed for the Office of the Comptroller General. This course made it possible for participating employees to attain the level of bilingualism required for their positions in a shorter time than usually allowed, while still performing their main duties. Throughout the training period, the participants worked in an environment where they were given the assistance and the opportunity to enable them to use their second language.

In cooperation with departments, the Commission also prepared courses for specific groups. A new course-Francomer-was designed for the exclusive use of coast guards in the Department of Transport; another-Programme de formation linguistique en cours d'emploi à la Gendarmerie royale du Canada-is an on-the-job French language training program designed for the use of the Royal Canadian Mounted Police. From this latter program, the Commission developed Français pour ici, a program of oral French unique to Canada. The Commission received many other requests for special courses from departments with specific needs.

## Demand for courses varies

Since 1983, the demand for intensive and continuous courses has fallen partly because staffing activity has declined, non-imperative staffing has decreased, and an increasing number of appointees are already bilingual at the required level. On the other hand, the demand for other types of courses has grown, as well as the demand for courses offered outside working hours. The Commission has been flexible in meeting these needs.

# Registration

The number of participants registered in intensive and continuous courses in 1984 was lower than in 1983, having dropped from 3,229 to 2,690. On the other hand, registration for more flexible types of courses has risen from 8,978 to 9,977. Forty-two participants enrolled in the Advanced Language Training Program. Participants in this program study under the guidance of a tutor and go on work assignments in their second official language.

#### Contributions

In the last 20 years the Commission has helped students and departments to specify their needs and to discover means of satisfying them. It is evident that departments are taking a more and more active part in the language training of their employees-providing them with greater opportunities to use their second official language at work.

Purchase of technical aids makes courses more accessible to handicapped persons

Courses offered on new office technology

Access to information on more than 13,000 training activities and methods

Under the *Public Service Employment* Act and through responsibilities delegated by the Treasury Board, the Public Service Commission gives departments advice and support to assist them in providing employees with the training and development needed to perform their jobs efficiently and effectively.

During 1984, the Commission continued to develop and conduct training courses and programs; to provide departments with advisory and consulting services on training matters; to carry out research into teaching methods and training technology, in conjunction with departments; and to provide training coordination and related information services throughout the Public Service.

#### Courses and Services

In 1984, 12,851 public servants, including 5,517 women, attended 680 courses. The Commission concentrated its training and development activities on providing high quality courses and services in such areas as management orientation; informatics; personnel, financial and materiel management; management skills, techniques and practices; and individual development. Training courses were also conducted to support such special programs as affirmative action. Table H gives a breakdown of these courses by subject and percentage.

In 1984, under its Management Orientation Program, the Commission conducted 56 management orientation courses for 1,253 public servants, 268 of whom were women. The Commission is the sole delivery agent for these courses, aimed at members of the Management Category and equivalent. It also delivers courses for supervisors and middle managers whose departments do not run their own courses. The breakdown of numbers of public servants who attended management orientation courses is as follows:

• 173 (95 women) on the course for supervisors;

- 386 (88 women) on the course for middle managers;
- 363 (65 women) on the course for senior managers;
- 295 (18 women) on the course for executives below the assistant deputy minister level;
- 36 (2 women) on the course for executives at the assistant deputy minister level;

The Commission also conducted two management courses for participants in the Career Assignment Program. Thirty-nine persons (14 women) participated.

In addition, the Commission gave 729 days of training consultation services to client departments, resulting in 201 courses being adapted to their specific needs. These courses were attended by 1,130 employees.

# Quality of service

Over the last few years, the Commission has developed and implemented a systems approach to training (SAT)—a management framework for the planned grouping and sequencing of training research, development, delivery and evaluation activities, and decision making. This approach requires that courses meet the job-related needs of public servants and help them improve their performance. Courses are evaluated and validated to ensure that these objectives are met.

In 1984, 20 courses were designed or redesigned to meet the requirements of SAT and new training needs, and 9 courses were validated. An occupational analysis of electronic datarelated processing functions was carried out, preliminary to the design or redesign of related courses according to SAT. A similar analysis of the Financial Administration occupational group is slated for completion in 1985. In addition, the course evaluation system itself was reviewed and major modifications and improvements will follow in 1985.

The Commission now provides free assistance and guidance to managers in selecting activities to meet their training needs. Consequently, managers now have access to information on over 13,000 training activities and methods which are available from both public and private sector organizations in Canada.

# Special measures

In response to the affirmative action policy, the Commission has stipulated that at least three places be reserved for women at the senior manager minus one level in all management orientation courses given for senior managers. In 1984, 32 women at that level, nominated by their deputy heads as employees with high potential, participated in the senior management course.

During the year, the Commission also designed several courses to meet the needs brought about by new office technology. Among them are office automation and word-processing courses for support staff. These courses will be available in 1985.

The Commission has made its courses more accessible to handicapped persons by purchasing technical aids. In addition, the increase in the number of courses given in French has resulted in more registrations for these courses.

# Financing

The Commission's training program operates on a full cost recovery basis and in fiscal year 1983/84, it had a surplus of \$1,707,000. This was accomplished within the restraint guidelines of six and five per cent. A surplus is also anticipated in 1984/85.



#### Courses

	19	1983		84
Types	No.	%	No.	%
Management Orientation <sup>a</sup>	50	8.7	58	8.5
Management Theory and Practices	140	24.4	150	22.1
Informatics	99	17.2	124	18.2
Financial Management	91	15.8	107	15.7
Materiel Management	18	3.1	24	3.5
Seminars	3	0.5	46	6.8
Personnel Management	153	26.6	133	19.6
Systems Approach to Training	6	1.1	9	1.3
Individual Development	15	2.6	27	4.0
Auditing	0	0	2	0.3
Total	575	100.0	680	100.0

<sup>&</sup>lt;sup>a</sup> Includes management courses for the Career Assignment Program



# Tight control over internal resources

Expenditures held below approved level

Reduction in constant dollars of 31 per cent since 1977/78

Revolving Fund for training and development projects a surplus of 3729,000

Again, in 1984, the Public Service Commission has made financial restraint a major focus of its internal management activity. For several years it had kept its person-years and program expenditures below approved levels. This year will be no exception. From a 1984/85 allocation of \$119.8 million for 2,453 person-years (excluding 200 under the revolving fund), the Commission has forecast that it will spend \$113.8 million, thus saving \$6.0 million, or 5.0 per cent.

Fifty million dollars or 42 per cent of the Commission's budget has been set aside to ensure that the merit principle is applied and upheld in accordance with the Public Service Employment Act. The balance has been allocated to carry out the functions and activities delegated to it by the Governor in Council or the Treasury Board and to carry out the implementation of programs established by the Board in fields of responsibility shared by both organizations. Program allocation for delegated responsibilities, including the net cash requirement for revolving fund operations, amount to \$65 million or 54 per cent of the budget in 1984/85; and for shared responsibilities, \$5 million or 4 per cent.

Since 1977/78, the Commission has implemented systems of internal control which, along with strict management commitment to use resources in the most efficient and effective manner, have helped to keep person-year utilization and program expenditures below approved levels.

From 1977/78 to 1984/85, authorized person-years, including those for staff training and development, declined from 3,847 to 2,653, a drop of 1,194 or 31 per cent. Authorized person-years would have declined even further, but in 1983 the Treasury Board delegated to the Commission the implementation of special programs for underrepresented groups (Affirmative Action and Northern Careers). In 1984/85, 214 person-years (\$8.7 million) have been identified for these programs.

With respect to overall program expenditures, the authorized level increased from \$87 million in 1977/78 to \$119.8 million in 1984/85, an increase of \$33 million or 38 per cent. Expressed in 1977 dollars, the current program expenditure is \$60 million which is actually a decrease of approximately \$27 million or 31 per cent. (Dollar adjustment factors are based on Statistics Canada figures.) Tables I and J compare authorized and actual levels of person-years and program expenditures since 1977/78.

Another example of the Commission's commitment to expenditure control is reflected in the Staff Training and Development Revolving Fund operations. Between 1977/78 and 1980/81, the fund operated at losses ranging from \$800,000 to \$2 million. Since 1981/82, however, the fund has had operating surpluses ranging from \$700,000 to \$1.7 million. Person-year allocation for training and development was reduced sharply from 870 to 200. This was achieved through a new orientation which concentrated on priorities, dropping non-essential, non-profit activities and obtaining subsidy funding for those activities not deemed to be on a cost-recovery system. A 1984/85 surplus of \$729,000 is forecasted. The 1983/84 surplus was \$1,707,000.

The Commission conducts its systematic approach to resource and program management through an integrated management process — a process central to the effective implementation of measures required by the government's Improvement in Management Practices and Controls program and Policy and Expenditure Management System. Regular operational and financial performance reviews are key to the process and have helped the Commission to identify changing strategic and operational demands.

During the year, two meetings of the Joint Consultation Committee were held. This committee was established as a forum where the commissioners, departmental representatives and Public Service bargaining agents discuss matters of mutual interest, and exchange information and views.

#### Person-years

Person-years by fiscal year and appropriation, 1977 to 1985

					La	pse
Year	Appropriation	Revolving fund	Total	Utilized Total	No.	%
1977/78	3,072	870	3,942	3,762	180	4.6
1978/79	3,020	472	3,492	3,243	249	7.1
1979/80	2,492	309	2,801	2,648	153	5.5
1980/81	2,385	279	2,664	2,484	180	6.8
1981/82	2,303	267	2,570	2,437	133	5.2
1982/83	2,371	213	2,584	2,525	59	2.3
1983/84	2,402	205	2,607	2,497	110	4.2
1984/85	2,453	200	2,653	2,540	113	4.4



# Program expenditures

Program expenditures by fiscal year and appropriation, 1977 to 1985

		W.T.*1*	Lapse		
Year	Appropriation ('000)	Utilization - ('000)	('000)	%	
1977/78	\$ 87,187	\$ 81,171	\$6,016	6.9	
1978/79	92,529	84,521	8,008	8.7	
1979/80	79,588	74,263	5,325	6.7	
1980/81	84,446	81,120	3,326	3.9	
1981/82	94,263	91,970	2,293	2.4	
1982/83	106,665	102,177	4,488	4.2	
1983/84	115,282	107,264	8,018	7.0	
1984/85	119,768	113,815	5,953	5.0	



#### Person-years and funds

Allocation of person-years and funds by major activity, 1984/85

. 224				
	2,653 person-years	Activity		\$132,895,00
828		Official Languages	39,830,000	
901		Staffing	43,495,000	
51		Audit	2,326,000	
94		Appeals and Investigations	4,307,000	
579		Administration	26,925,000	
200		Professional and Managerial Training	16,012,000	

Note: Funds allocated to professional and managerial training include subsidy of \$2,885,000 for the revolving fund. A revolving fund is an authorization draw money from the Consolidated Revenue Fund as working capital for prescribed purposes. The money drawn should not exceed a certain amount any one time and may be spent on a continuing basis. The fund is maintained through returns on expenditures.

13,127,000

### Source of person-years and funds Source of person-years and funds, 1984/85

\$132,895,000 2,653 person-years Secretary of State: 109,143,000 2,453 Vote 35 10,625,000 Statutory: Contribution to

Note: The total for Secretary of State Vote 35 includes a subsidy of \$2,885,000 for the revolving fund and a special Treasury Board of Canada allotment of ten person-years and \$96,000 for the Student Summer and Youth Employment Program.

Employee Benefit Plan

Revolving Fund



200

#### Person-years and funds for official language activities

Allocation of person-years and funds for official language activities, 1984/85

82	8 person-years	\$39,830,000
748	Language Training	36,522,000
64	Official Languages Program - tests or standards	2,610,000
16	Career Orientation Program	698,000

vote: The reduction from 78 person-years in 1983/84 to 16 person-years in 1984/85 in the Career Orientation Program can be explained by the following: From April 1 to September 30, 1983, 17 person-years were transferred to other departments under the Career Orientation Program; and due to the winding down of the program, there was a reduction of 45 person-years.



Interpreter and schoolchildren, Museumobiles, National Museums of Canada









Health care project, Senegal, Canadian International Developmen Agency



Section heads, Department of National Revenue (Customs and Excise)



Gardener, Department of National Defence





esearch scientists, Department of ational Health and Welfare



Visiting nurse, Department of National Health and Welfare

Veterinarian, Department of

Agriculture



Supervisor, Department of Agriculture



We would like to thank the following departments and agencies for providing photographs:

the Canadian International Development Agency

the Department of Agriculture

the Department of Employment and Immigration

the Department of Fisheries and Oceans

the Department of National Defence

the Department of National Health and

Welfare

the Department of National Revenue

(Customs and Excise)

the Department of Transport

the National Museums of Canada





## Nature of data

This section of the annual report gives detailed statistical information on federal government employees subject to the Public Service Employment Act. Data is presented on the employee population, appointments, separations. appeals, professional training, and language training. The data is broken down by type of employment, job location, department, occupational category and group, language requirements of position, age, sex, and language group.

## Public Service Commission universe

Various acts and regulations set out different federal government populations. The Official Languages Act, the Public Service Superannuation Act and related acts, the Public Service Staff Relations Act, the Financial Administration Act, and the Public Service Employment Act, each sets out different though overlapping populations or universes.

The Commission's universe comprises all employees subject to the Public Service Employment Act and is designated in this report as the "Public Service" (with capitals), to distinguish it from other employee populations of the federal public service or of the federal government. The Public Service employee population in this report is consistent with the population coverage definitions stated in subchapter 045-2 of the Treasury Board's Personnel Management Manual.

Specifically, the Public Service population reported on in this publication does not include:

• employees appointed under the Public Service Employment Act for a specified period of less than six months:

- persons appointed by the Governor in Council, such as deputy heads:
- ministerial staff:
- members of the Royal Canadian Mounted Police (RCMP) and the Canadian Armed Forces: or
- employees of Crown corporations such as Air Canada and Canada Post Corporation, and certain federal agencies such as the National Research Council of Canada.

However, it does include civilian employees working for the Department of National Defence and civilians working for the Royal Canadian Mounted Police.

Population differences between the Statistics Canada, Treasury Board and Commission universes are illustrated in table 1. It should also be noted that discrepancies in statistical data presented by these three organizations may result from differences in timing, in data systems used or population definitions. For example, the Commission population data, contrary to those of the Treasury Board and Statistics Canada, include Management Category employees on leave without pay. Therefore, it may not be possible to arrive at an accurate comparison between data in this report and data from other sources.

# Employee population and person-years

In this report, data on the Public Service population is based on the number of employees on strength at year-end. This number does not correspond to the number of person-years on which the Treasury Board reports in the Estimates. A person-year refers to the employment of one person for one full year or, for example, two persons for a six-month period. Person-years represent the annual allotment of human resources that a department may use, whereas the employee population data published by the Commission is based on the number of employees in the Public Service as of December 31, of the calendar year in question.

# Population changes

The federal government employed population subject to the Public Service Employment Act changes from year to year as a result of the inclusion or exclusion of departments or agencies and of particular groups of employees In 1984, a number of small agencies were placed under the authority of the Act. These include the Canadian Avia tion Safety Board, the Office of the Grain Transportation Agency Adminis trator and the Canadian Import Tri bunal (formerly the Anti-Dumping Tribunal). The first of these agencie appears separately in the list of depart ments. The second and third are no shown on the list as they have been integrated into the Department of Transport and the Department o Finance, respectively.

#### Reorganisation

The passage of Bill C-152 on Decem ber 7, 1983 resulted in the merger of the departments of Regional Economic Expansion and Industry, Trade and Commerce within a new organization — the Department of Regional Indus trial Expansion. This change is ref lected in the statistical data of thi report.

During 1984, the ministries of State fol Economic Development and Social Development wound up their opera tions. As of December 31, 1984, the government's decision to change the name of the Foreign Investmen Review Agency had not yet been con firmed by Parliament.

#### **Management Category**

There was a change in population data on the Management Category in 1984 from the data of 1983, as a result of the conversion of equivalent-level position in other occupational groups to th category.

#### Data sources

In 1984, the Commission put into plac a new information system bringin, together data on Public Servic employees, appointments and separa tions. This system takes its informatio from the Incumbent System, the Man agement Resources Information System, the Appointment Information Management System, and the Official Languages Information System. These systems are described below. The new system selects data according to a "best source" logic, which ensures that the most accurate information is used. Data on employees, appointments and separations type of employment, job location, and annual salary levels for 1984 were produced from this system, whereas population data for 1983 came from the Common Government of Canada Population Reporting File which is based on payroll information of the Department of Supply and Services on December 31, 1983.

#### Population

Population data in the Commission's statistical file is derived from the Department of Supply and Services' Incumbent System for all occupational categories except the Management Category, for which the Commission's Management Resources Information System is used.

The Incumbent System used for the Common Population Reporting File gives personnel information on federal government employees, and provides information for human resource planning, mobility studies, research, and statistics on population and other areas of personnel management.

Commission's Management Resources Information System was lesigned and developed in close cooperition with the Treasury Board Secretariat and selected departments. It plays a major role in the administraion of the Management Category and ther centrally managed groups. The ystem contains information on Public service employees at senior levels and unior financial and personnel adminisrators, as well as applicants to the Management Category from outside

the Public Service, and Interchange Canada and International Programs participants and candidates. Data are collected from various sources, including the Treasury Board Secretariat's Senior Personnel Information System.

#### **Appointments**

Data on appointments is based on the Commission's Appointment Information Management System, which stores data supplied by departments on Report on Staffing Transaction forms. Acting appointments, about 8,000 in both 1983 and 1984, are not included in the total number of appointments made from employees who are already within the Public Service.

#### Separations

Information on release for incompetence or incapacity and on revocation of appointments is based on Commission records. Information on lay-offs for the Management Category comes from Commission records. Information on lay-offs in other categories is obtained from the Commission's Central Priorities Statistical Record which provides statistics on statutory and administrative priorities. Information on other separations comes from the Incumbent System.

#### Language group

Statistical information on the first official language of employees in most cases is extracted from the Official Languages Information System described below. If the data is not available from this system, other sources are then used to reduce the number of unknown cases. An exception to this rule is the Management Category, for which the information is obtained exclusively from the Management Resources Information System. In 1984, the number of cases where language group is unknown has been reduced to 1,254 for population figures, 180 for appointments, and 684 for separations.

The Official Languages Information System, established in 1973, provides information on positions and their incumbents for all departments and agencies whose employees are subject to Treasury Board authority.

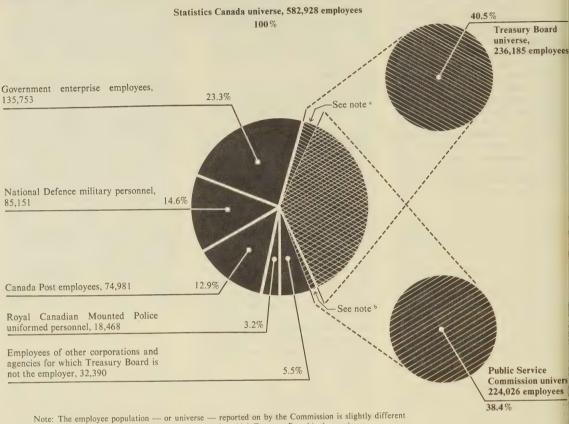
## Explaining the differences

The number of appointments to the Public Service in 1984, plus the number of employees in 1983, minus the separations in 1984 does not equal the 1984 population figure. This is because, since 1973, initial appointments to the Public Service for periods of under six months have not been reported as appointments, for practical administrative reasons. However, if these employees are reappointed and their continuous employment period is six months or more, the appointments are reported as appointments from within the Public Service (appointments of persons already part of the Public Service).



# Federal Government Employment, December 1984

(Viewed by Statistics Canada, the Treasury Board of Canada and the Public Service Commission)



from that of the workforce — or universe — for which Treasury Board is the employer.

Belong to the Treasury Board universe and not to the Commission universe:  the employees not appointed by the Public Service Commission  the Term employees appointed for less than six months: this number oscillated	1,858
between 19,875 and 10,130 during the year	10,596

• the Public Service Staff Relations Board employees	158 41
the Northern Careers Frogram employees	199

<sup>\*</sup> This figure takes into consideration the adjustment of + 96 resulting from the use of an integrated file (see Source of data under Technical Notes)



# Type of employment

Number of employees, by type of employment, 1983 and 1984

'ype of employment	1983	1984
ull-time		
Indeterminate	203,615	204,194
Seasonal	1,150	1,256
Specified period	13,792	14,410
otal	218,557	219,860
art-time		
Indeterminate	2,710	3,296
Seasonal	83	73
Specified period	694	791
otal	3,487	4,160
rand total	222,044	224,026

ote:-Employees hired for periods of less than six months (11,147 in 1983 and 10,596 in 1984) have been excluded from the tables.



# Age, sex and language group

Number and percentage of employees, by age group, sex and language group, 1984

	М	en	Wor	nen	Men	1	Wome	en	Angloph	ones	Francoph	nones	
ge group	_	Franco- phones	_	Franco- phones	No.	%	No.	%	No.	%	No.	7,	Total
nder 20	55	27	133	104	88	26.3	246	73.7	188	58.9	131	41.1	334
)—24	3,127	1,368	5,469	3,517	4,559	33.4	9,096	66.6	8,596	63.8	4,885	36.2	13,655
5—29	9,670	4,583	11,671	6,676	14,350	43.7	18,466	56.3	21,341	65.5	11,259	34.5	32,816
.)—34	15,641	6,459	12,537	6,048	22,188	54.2	18,714	45.8	28,178	69.3	12,507	30.7	40,902
5—39	16,940	6,425	10,009	4,326	23,432	61.9	14,436	38.1	26,949	71.5	10,751	28.5	37,868
)44	12,224	4,380	6,642	2,532	16,663	64.3	9,246	35.7	18,866	73.2	6,912	26.8	25,909
5—49	11,061	3,182	5,423	1,882	14,292	66.0	7,350	34.0	16,484	76.5	5,064	23.5	21,642
)—54	11,551	3,211	4,734	1,489	14,802	70.2	6,272	29.8	16,285	77.6	4,700	22.4	21,074
<u>;59</u>	10,027	2,382	3,865	1,057	12,445	71.5	4,966	28.5	13,892	80.2	3,439	19.8	17,411
)—64	7,313	1,415	2,655	499	8,760	73.4	3,178	26.6	9,968	83.9	1,914	16.1	11,938
i and over	302	34	100	14	342	74.5	117	25.5	402	89.3	48	10.7	459
otal	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,026

tte:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify birthdate and/or language group.

<sup>-</sup>The sum of the figures for 1984 does not equal the grand total because, in a number of cases, the documents did not specify type of employment.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



# The ten major departments and their population

Number of employees in each of the 10 major departments and percentage of the Public Service, as a whole, 1983 and 1984

These 10 departments account for 73.8% (165,232 persons) of all employees in 1984 compared to 73.7% (163,608 persons) of all employees in 1983.

all employees in 1983.	
National Defence (civilian)	34,235 (15.3%) 34,274 (15.4%)
National Revenue (Customs and Excise, Taxation)	26,334 (11.8%) 25,541 (11.5%)
Employment and Immigration	24,628 (11.0%) 24,768 (11.2%)
Transport	21,228 (9.5%) 20,938 (9.4%)
Correctional Service	10,693 (4.8%) 10,125 (4.6%)
Environment	10,511 (4.7%) 10,592 (4.8%)
Supply and Services	10,169 (4.5%) 10,141 (4.6%)
Agriculture <sup>a</sup>	9,847 (4.4%) 9,735 (4.4%)
Health and Welfare	9,247 (4.1%) 9,034 (4.1%)
Public Works	8,340 (3.7%) 8,460 (3.8%)

a This year, for the first time, data on the department of Agriculture include the number of employees of the Prairie Farm Rehabilitation Administration; 1983 figures have been adjusted accordingly.

## Geographic area (Canada and outside Canada), sex and language group Number and percentage of employees, by geographic area, sex and language group, 1983 and 1984

							1983						
	Me	n	Won	nen	Men		Wome	en	Angloph	nones	Francoph	nones	
Geographic area	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Newfoundland	3,920	32	1,377	19	3,980	73.8	1,413	26.2	5,297	99.0	51	1.0	5,393
rince Edward Island	1,065	84	535	63	1,156	65.7	604	34.3	1,600	91.6	147	8.4	1,760
Nova Scotia	9,951	323	3,597	166	10,322	73.1	3,802	26.9	13,548	96.5	489	3.5	14,124
New Brunswick	3,703	1,004	1,820	898	4,716	63.4	2,725	36.6	5,523	74.4	1,902	25.6	7,441
Quebec (Except NCR)	1,368	18,375	616	11,133	19,891	62.6	11,886	37.4	1,984	6.3	29,508	93.7	31,777
Quebec (NCR)	5,470	3,326	4,117	4,220	8,807	51.3	8,346	48.7	9,587	56.0	7,546	44.0	17,153
Ontario (NCR)	21,639	8,399	15,452	9,285	30,165	54.8	24,832	45.2	37,091	67.7	17,684	32.3	54,997
Ontario (Except NCR)	20,044	822	14,252	800	20,988	58.1	15,167	41.9	34,296	95.3	1,682	4.7	36,155
Manitoba	5,295	154	3,967	164	5,508	56.6	4,226	43.4	9,262	96.7	318	3.3	9,734
Saskatchewan	3,245	31	2,487	30	3,333	56.4	2,579	43.6	5,732	98.9	61	1.1	5,912
Alberta	7,505	127	5,188	144	7,661	58.8	5,367	41.2	12,693	97.9	271	2.1	13,028
3ritish Columbia	12,533	113	7,512	112	12,724	62.4	7,676	37.6	20,045	98.9	225	1.1	20,400
lukon	436	9	482	7	447	46.8	508	53.2	918	98.3	16	1.7	955
Northwest Territories	768	57	641	22	832	55.2	674	44.8	1,409	94.7	79	5.3	1,506
Dutside Canada	1,004	319	262	119	1,328	77.7	381	22.3	1,266	74.3	438	25.7	1,709
fotal	97,946	33,235	62,305	27,182	131,858	59.4	90,186	40.6	160,251	72.6	60,417	27.4	222,044
							1984						
Newfoundland	3,945	30	1,424	18	3,989	73.3	1,451	26.7	5,369	99.1	48	0.9	5,440
rince Edward Island	1,148	96	700	91	1,246	61.0	796	39.0	1,848	90.8	187	9.2	2,042
Nova Scotia	9,993	335	3,762	175	10,367	72.3	3,971	27.7	13,755	96.4	510	3.6	14,338
New Brunswick	3,634	1,036	1,834	998	4,695	62.3	2,838	37.7	5,468	72.9	2,034	27.1	7,533
Juebec (Except NCR)	1,284	18,587	567	11,528	19,957	62.0	12,232	38.0	1,851	5.8	30,115	94.2	32,189
Quebec (NCR)	5,445	3,225	4,087	4,316	8,684	50.8	8,414	49.2	9,532	55.8	7,541	44.2	17,098
Ontario (NCR)	21,525	8,428	15,375	9,455	30,046	54.6	24,945	45.4	36,900	67.4	17,883	32.6	54,991
Intario (Except NCR)	19,917	883	14,457	890	20,894	57.5	15,461	42.5	34,374	95.1	1,773	4.9	36,355
Manitoba	5,301	156	4,001	173	5,503	56.4	4,250	43.6	9,302	96.6	329	3.4	9,753
askatchewan	3,248	54	2,507	33	3,336	56.1	2,607	43.9	5,755	98.5	87	1.5	5,943
Alberta	7,551	129	5,363	164	7,712	58.1	5,572	41.9	12,914	97.8	293	2.2	13,284
British Columbia	12,686	111	7,768	146	12,846	61.7	7,966	38.3	20,454	98.8	257	1.2	20,812
'ukon	424	11	482	7	441	46.4	509	53.6	906	98.1	18	1.9	950
Vorthwest Territories	787	51	652	22	848	55.2	689	44.8	1,439	95.2	73	4.8	1,537
Outside Canada	940	315	256	123	1,258	76.8	380	23.2	1,196	73.2	438	26.8	1,638
otal	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,026

iote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group and/or geographic area.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



## Major centres, sex and language group Number and percentage of employees, by major centre, sex and language group, 1984

Major centres   phones   phone		Mer	n	Wom	ien	Men		Wome	:n	Anglopho	ones	Francoph	ones	
State   Stat	Major centres			_		No.	%	No.	%	No.	%	No.	%	Total
Halifax, N.S. 7,468 187 2,724 107 7,682 72.9 2,849 27.1 10,192 97.2 294 2.8 10,5 Charlotteown, P.E.I. 842 80 593 80 923 57.8 675 42.2 1,435 90.0 160 10.0 1,5 Fredericton, N.B. 465 65 282 67 532 60.3 350 39.7 747 85.0 132 15.0 8 Saint John, N.B. 575 445 278 24 621 67.1 304 32.9 853 92.5 69 7.5 9 Montcon, N.B. 1,311 475 515 411 1,790 65.9 927 34.1 1,826 67.3 886 32.7 2,7 1,8 Kinesouski, Que. 1 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 1,0 154 0 95 1,0 154		1		1			67.9	1,003	32.1	3,081	99.1		0.9	3,123
Charlottotown, P.E.I.         842         80         593         80         923         57.8         675         42.2         1,435         90.0         160         10.0         1.5           Fredericton, N.B.         463         65         282         67         532         60.3         350         39.7         747         85.0         132         15.0         8           Saint John, N.B.         1,311         475         515         411         1,790         65.9         927         34.1         1,826         67.3         886         32.7         2,7           Rimouski, Que.         1         153         0         95         154         61.6         96         38.4         1         0.4         248         99.6         2         2,7           Rimouski, Que.         1         126         0         108         127         54.0         108         40.0         6.6         49.9         4           Chicoutimi, Que.         1         126         0         108         127         54.0         108         40.0         1.4         40.6         64.9         99.6         5           Sherbrooke, Que.         14         319         2				2,724	107	7,682	72.9	2,849	27.1	10,192	97.2	294	2.8	10,531
Frederictor, N.B. 465 65 282 67 532 60.3 350 39.7 747 85.0 132 15.0 8 Saint John, N.B. 575 45 278 24 621 67.1 304 32.9 853 92.5 69 7.5 9 Moneton, N.B. 1,311 475 515 411 1,790 65.9 92.7 34.1 1,826 67.3 886 32.7 2,7 Rimouski, Que. 1 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 Chicoutimi, Que. 1 280 3 369 283 43.0 375 57.0 4 0.6 649 99.4 6 Chicoutimi, Que. 193 3,787 64 1,962 3,990 66.0 2,075 34.0 257 4.3 5,749 95.7 6.0 Cuebec, Que. 193 3,787 64 1,962 3,990 66.0 2,075 34.0 257 4.3 5,749 95.7 6.0 Trois-Rivières, Que. 1 126 0 108 127 54.0 108 46.0 1 0.4 234 99.6 2 Sherbrooke, Que. 14 319 2 180 334 64.7 182 35.3 16 3.1 499 96.9 5 Sherbrooke, Que. 798 9,353 378 6191 10,193 60.6 6,620 39.4 1,176 7.0 15,544 93.0 16.8 National Capital Region 26,970 11,653 19,462 13,771 38,730 53.7 33,359 46.3 46.432 64.6 25,424 35.4 Cornwall, Ont. 314 126 129 81 440 67.5 212 32.5 443 68.2 207 31.8 68 Kingston, Ont. 2,182 81 1,036 61 2,280 67.2 1,113 32.8 3,218 95.8 142 4.2 3,3 Troonto, Ont. 7,484 187 6,296 199 7,688 54.1 6,520 45.9 13,780 97.3 386 2.7 14.2 Kitchener-Waterloo, Ont. 419 3 260 6 423 61.2 268 38.8 679 98.7 9 1.3 68.1 Kitchener-Waterloo, Ont. 465 12 36 52 18 877 56.5 676 43.5 1,514 98.0 31 2.0 14. Kitchener-Waterloo, Ont. 457 13 449 20 475 49.9 476 43.5 1,514 98.0 31 2.0 14. Kitchener-Waterloo, Ont. 457 13 449 20 475 49.9 476 43.5 1,514 98.0 31 2.0 14. Kitchener-Waterloo, Ont. 457 13 49.9 20 475 49.9 476 43.5 1,514 98.0 31 2.0 14. St. Catharines-Niagara, Ont. 317 106 645 185 423 33.8 830 66.2 962 76.8 291 23.2 14. Kitchener-Waterloo, Ont. 457 13 49.9 20 475 49.9 476 43.5 1,514 98.0 31 2.0 14. Kitchener-Waterloo, Ont. 457 13 49.9 20 475 49.9 476 40.5 1,514 98.0 31 2.0 14. Sudbury, Ont. 317 106 645 185 423 33.8 830 66.2 962 76.8 291 23.2 14. Sudbury, Ont. 317 106 645 185 423 33.8 830 66.2 962 76.8 291 23.2 14. Sakatoon, Sask. 838 13 658 5 84 56.2 665 43.8 1,496 98.8 18 1.2 1. Kitchener-Waterloo, Ont. 457 13 49.9 476 49.9 476 40.5 1.5 14 98.0 31 2.0 14. Sakatoon, Sask. 838 13 658 5 84 56.2 665 43.8 1,496 98.8 18 1.2 1. Sakatoon, S					80	923	57.8	675	42.2	1,435	90.0	160	10.0	1,598
Saint John, N.B. 575 45 278 24 621 67.1 304 32.9 853 92.5 69 7.5 99 7.6 Moncton, N.B. 1,311 475 515 411 1,700 65.9 927 34.1 1,826 67.3 886 32.7 2,7 81 mouski, Que. 1 153 0 95 154 61.6 96 38.4 1 0.4 248 99.6 2 154 61.6 96 38.4 1 0.4 248 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 1.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 234 99.6 1 0.4 23 99.8 1 0.4 24.4 2 0.4 23 99.8 1 0.4 24.4 2 0.4 24.4 2 0.4 24.4 2 0.4					67	532	60.3	350	39.7	747	85.0	132	15.0	882
Moncton, N.B.         1,311         475         515         411         1,790         65.9         927         34.1         1,826         67.3         886         32.7         2,7           Rimouski, Que.         1         153         0         95         154         61.6         96         38.4         1         0.4         248         99.6         2           Chicoutimi, Que.         1         280         3         369         283         43.0         375         57.0         4         0.6         649         99.4         6           Que.         193         3,787         64         1,962         3,990         66.0         2,057         34.0         257         4.3         5,749         95.7         6.0           Trois-Rivières, Que.         1         126         0         108         127         54.0         108         46.0         1         0.4         234         99.6         2           Sherbrooke, Que.         14         319         2         180         334         64.7         182         35.3         16         3.1         499         69.9         5           Sherbrooke, Que.         131         26.7         1					24	621	67.1	304	32.9	853		69		925
Rimouski, Que.   1   153   0   95   154   61.6   96   38.4   1   0.4   248   99.6   26   26   26   27   28   28   28   28   28   28   28			475	515	411	1,790	65.9	927	34.1	1,826	67.3			2,717
Chicoutini, Que.         1         280         3         369         283         43.0         375         57.0         4         0.6         649         99.4         6           Quebec, Que.         193         3,787         64         1,962         3,990         66.0         2,057         34.0         257         4.3         5,749         99.5         7.60           Trois-Rivières, Que.         1         126         0         108         127         54.0         108         46.0         1         0.4         234         99.6         2           Montreal, Que.         798         9,353         378         6.191         10.193         60.6         6,620         39.4         1,176         7.0         15,544         93.0         16.8           National Capital Region         26,970         11,653         19,462         13,771         38,730         53.7         33,359         46.3         46.432         64.6         25,424         33.4         12.0         20.0         13.1         49.9         96.9         5           Montreal, Que.         79.8         9,353         378         6.197         11,653         13,710         38.7         33.3         40.3			153	0	95	154	61.6	96	38.4	1	0.4			250
Quebec, Que.         193         3,787         64         1,962         3,990         66.0         2,057         34.0         257         4.3         5,749         95.7         6,0           Trois-Rivières, Que.         1         126         0         108         127         54.0         108         46.0         1         0.4         234         99.6         9           Sherbrooke, Que.         14         319         2         180         334         64.7         182         35.3         16         3.1         499         96.9         5           Montreal, Que.         798         9,353         378         6,191         10,193         60.6         6,620         39.4         1,176         7.0         15,544         93.0         16.8           National Capital Region         26,970         11,653         19,462         13,771         38.730         53.7         33,359         46.3         46,432         64.6         25,424         35.4         72.0           Cornwall, Ont.         2,182         81         1,036         61         2,280         67.2         1,113         32.8         3,218         98.8         142         42.2         33.8		1	280	3	369	283	43.0	375	57.0					658
Trois-Rivières, Que.		193	3,787	64	1,962	3,990	66.0	2,057	34.0	257				6,04
Sherbrooke, Que.   14   319   2   180   334   64.7   182   35.3   16   3.1   499   96.9   5		I	126	0	108	127	54.0	108						235
Montreal, Que.   798   9,353   378   6,191   10,193   60.6   6,620   39.4   1,176   7.0   15,544   93.0   16,8   National Capital Region   26,970   11,653   19,462   13,771   38,730   53.7   33,3559   46.3   46,432   64.6   25,424   33.5   52.4   Cornwall, Ont.   314   126   129   81   440   67.5   212   32.5   443   68.2   207   31.8   68.1   Kingston, Ont.   2,182   81   1,036   61   2,280   67.2   1,113   32.8   3,218   95.8   142   4.2   3.3   Toronto, Ont.   7,484   187   6,296   199   7,688   54.1   6,520   45.9   13,780   97.3   386   2.7   14.2   Kitchener-Waterloo, Ont.   419   3   260   6   42.3   61.2   268   38.8   679   98.7   9   1.3   6.8   Hamilton, Ont.   1,045   22   708   23   1,067   59.3   733   40.7   1,753   97.5   45   2.5   1.8   St. Catharines-Niagara, Ont.   379   11   337   11   390   52.6   352   47.4   716   97.0   22   3.0   7   London, Ont.   457   13   449   20   475   49.9   476   50.1   906   96.5   33   3.5   9   Windsor, Ont.   317   106   645   185   423   33.8   830   66.2   962   76.8   291   23.2   1.5   Winnipeg, Man.   3,690   129   3,065   136   3,852   54.4   3,233   45.6   6,755   96.2   265   3.8   7,0   Regina, Sask.   879   12   870   8   898   50.0   897   50.0   1,749   98.9   20   1.1   1,7   Saskatoon, Sask.   838   13   658   5   854   56.2   665   43.8   1,496   98.8   18   12   1.5   Edmonton, Alta.   2,760   65   2,418   90   2,841   52.9   2,532   47.1   5,178   97.1   155   2.9   5.4   Victoria, B.C.   4,904   41   4,183   65   4,968   53.8   4,269   46.2   9,087   98.8   106   1.2   9,0   Victoria, B.C.   4,904   41   4,183   65   4,968   53.8   4,269   46.2   9,087   98.8   106   1.2   9,0   Victoria, B.C.   4,904   41   4,183   65   4,968   53.8   4,269   46.2   9,087   98.8   106   1.2   9,0   Victoria, B.C.   4,904   41   4,183   65   4,968   53.8   4,269   46.2   9,087   98.8   106   1.2   9,0   Victoria, B.C.   4,904   41   4,183   65   4,968   53.8   4,269   46.2   9,087   98.8   106   1.2   9,0   Victoria, B.C.   4,904   41   4,183   65   4,9		14	319	2	180	334	64.7							510
National Capital Region   26,970   11,653   19,462   13,771   38,730   53.7   33,359   46.3   46.432   64.6   25,424   35.4   72,0		798	9,353	378	6,191	10,193								16,81
Cornwall, Ont.         314         126         129         81         440         67.5         212         32.5         443         68.2         207         31.8         6           Kingston, Ont.         2,182         81         1,036         61         2,280         67.2         1,113         32.8         3,218         95.8         142         4.2         3,3           Toronto, Ont.         7,484         187         6,296         199         7,688         54.1         6,520         45.9         13,780         97.3         386         2.7         14,2           Kitchener-Waterloo, Ont.         419         3         260         6         423         1.045         22         708         23         1.067         59.3         733         40.7         1,753         97.5         45         2.5         1,8           St. Catharines-Niagara, Ont.         379         11         337         11         390         52.6         352         47.4         716         97.0         22         3.0         7           Windsor, Ont.         457         13         449         20         475         49.9         476         50.1         906         96.5         33 <td></td> <td>26,970</td> <td>11,653</td> <td>19,462</td> <td>13,771</td> <td>38,730</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>72,089</td>		26,970	11,653	19,462	13,771	38,730								72,089
Kingston, Ont.         2,182         81         1,036         61         2,280         67.2         1,113         32.8         3,218         95.8         142         4.2         3,3           Toronto, Ont.         7,484         187         6,296         199         7,688         54.1         6,520         45.9         13,780         97.3         386         2.7         14,2           Kitchener-Waterloo, Ont.         419         3         260         6         423         61.2         268         38.8         679         98.7         9         1.3         6           Hamilton, Ont.         1,045         22         708         23         1,067         59.3         733         40.7         1,753         97.5         45         2.5         1,8           St. Catharines-Niagara, Ont.         379         11         337         11         390         52.6         352         47.4         716         97.0         22         3.0         7           London, Ont.         862         13         652         18         877         56.5         676         43.5         1,514         98.0         31         2.0         1,5           Windsor, Ont.		314	126	129	81		67.5							652
Toronto, Ont. 7,484 187 6,296 199 7,688 54.1 6,520 45.9 13,780 97.3 386 2.7 14,2   Kitchener-Waterloo, Ont. 419 3 260 6 423 61.2 268 38.8 679 98.7 9 1.3 6   Hamilton, Ont. 1,045 22 708 23 1,067 59.3 733 40.7 1,753 97.5 45 2.5 1,8   St. Catharines-Niagara, Ont. 379 11 337 11 390 52.6 352 47.4 716 97.0 22 3.0 7    London, Ont. 862 13 652 18 877 56.5 676 43.5 1,514 98.0 31 2.0 1,5   Windsor, Ont. 457 13 449 20 475 49.9 476 50.1 906 96.5 33 3.5 9    Sudbury, Ont. 317 106 645 185 423 33.8 830 66.2 962 76.8 291 23.2 1,2    Thunder Bay, Ont. 535 4 294 5 546 63.8 310 36.2 829 98.9 9 1.1 8    Wininjeg, Man. 3,690 129 3,065 136 3,852 54.4 3,233 45.6 6,755 96.2 265 3.8 7,4    Regina, Sask. 879 12 870 8 898 50.0 897 50.0 1,749 98.9 20 1.1 1,7    Edmonton, Alta. 2,760 65 2,418 90 2,841 52.9 2,532 47.1 5,178 97.1 155 2.9 5,3    Calgary, Alta. 1,437 19 1,206 39 1,461 53.9 1,248 46.1 2,643 97.9 58 2.1 2,7    Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,7    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8    Victoria, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,27    Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,27    Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,28    Victoria, B.C. 5,704 50.0 50.0 50.0 50.0 50.0 50.0 50.0 50		2,182	81	1,036	61	2,280	67.2							3,39
Kitchener-Waterloo, Ont.         419         3         260         6         423         61.2         268         38.8         679         98.7         9         1.3         6           Hamilton, Ont.         1,045         22         708         23         1,067         59.3         733         40.7         1,753         97.5         45         2.5         1,8           St. Catharines-Niagara, Ont.         379         11         337         11         390         52.6         352         47.4         716         97.0         22         3.0         7           London, Ont.         862         13         652         18         877         56.5         676         43.5         1,514         98.0         31         2.0         1,5           Windosr, Ont.         457         13         449         20         475         49.9         476         50.1         906         96.5         33         3.5         9           Subbury, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129		7,484	187	6,296	199	7,688		6,520						14,20
Hamilton, Ont.         1,045         22         708         23         1,067         59.3         733         40.7         1,753         97.5         45         2.5         1,8           St. Catharines-Niagara, Ont.         379         11         337         11         390         52.6         352         47.4         716         97.0         22         3.0         7           London, Ont.         862         13         652         18         877         56.5         676         43.5         1,514         98.0         31         2.0         1,5           Windsor, Ont.         457         13         449         20         475         49.9         476         50.1         906         96.5         33         3.5         9           Sudbury, Ont.         317         106         645         185         423         33.8         830         66.2         962         76.8         291         23.2         1,2           Thunder Bay, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129		419	3	260	6									69
St. Catharines-Niagara, Ont.         379         11         337         11         390         52.6         352         47.4         716         97.0         22         3.0         7           London, Ont.         862         13         652         18         877         56.5         676         43.5         1,514         98.0         31         2.0         1,5           Windsor, Ont.         457         13         449         20         475         49.9         476         50.1         906         96.5         33         3.5         9           Sudbury, Ont.         317         106         645         185         423         33.8         830         66.2         962         76.8         291         23.2         1,2           Thunder Bay, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129         3,065         136         3,852         54.4         3,233         45.6         6,755         96.2         265         3.8         7,0           Regina, Sask.         879         12 </td <td></td> <td>1,045</td> <td>22</td> <td>708</td> <td></td> <td>1,067</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>1,80</td>		1,045	22	708		1,067								1,80
London, Ont.         862         13         652         18         877         56.5         676         43.5         1,514         98.0         31         2.0         1,5           Windsor, Ont.         457         13         449         20         475         49.9         476         50.1         906         96.5         33         3.5         9           Sudbury, Ont.         317         106         645         185         423         33.8         830         66.2         962         76.8         291         23.2         1,2           Thunder Bay, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129         3,065         136         3,852         54.4         3,233         45.6         6,755         96.2         265         3.8         7,0           Regina, Sask.         879         12         870         8         898         50.0         897         50.0         1,749         98.9         20         1.1         1,7           Saskatoon, Sask.         838         13		379	11	337										74
Winnipeg, Man.         317         106         645         185         423         33.8         830         66.2         962         76.8         291         23.2         1,2           Thunder Bay, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129         3,065         136         3,852         54.4         3,233         45.6         6,755         96.2         265         3.8         7,0           Regina, Sask.         879         12         870         8         898         50.0         897         50.0         1,749         98.9         20         1.1         1,7           Saskatoon, Sask.         838         13         658         5         854         56.2         665         43.8         1,496         98.8         18         1.2         1,5           Edmonton, Alta.         2,760         65         2,418         90         2,841         52.9         2,532         47.1         5,178         97.1         155         2.9         5,3           Vancouver, B.C.         4,904		862	13	652	18		56.5	676						1,55
Thunder Bay, Ont. 535 4 294 5 546 63.8 310 36.2 829 98.9 9 1.1 8 Winnipeg, Man. 3,690 129 3,065 136 3,852 54.4 3,233 45.6 6,755 96.2 265 3.8 7,0 Regina, Sask. 879 12 870 8 898 50.0 897 50.0 1,749 98.9 20 1.1 1,7 Saskatoon, Sask. 838 13 658 5 854 56.2 665 43.8 1,496 98.8 18 1.2 1,5 Edmonton, Alta. 2,760 65 2,418 90 2,841 52.9 2,532 47.1 5,178 97.1 155 2.9 5,3 Calgary, Alta. 1,437 19 1,206 39 1,461 53.9 1,248 46.1 2,643 97.9 58 2.1 2,7 Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,2 Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8 Frobisher Bay, N.W.T. 22 19 23 3 41 59.4 28 40.6 45 67.2 22 32.8 Yellowknife, N.W.T. 278 11 249 8 294 52.8 263 47.2 527 96.5 19 3.5 53 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3	Windsor, Ont.	457	13	449										95
Thunder Bay, Ont.         535         4         294         5         546         63.8         310         36.2         829         98.9         9         1.1         8           Winnipeg, Man.         3,690         129         3,065         136         3,852         54.4         3,233         45.6         6,755         96.2         265         3.8         7,0           Regina, Sask.         879         12         870         8         898         50.0         897         50.0         1,749         98.9         20         1.1         1,7           Saskatoon, Sask.         838         13         658         5         854         56.2         665         43.8         1,496         98.8         18         1.2         1,5           Edmonton, Alta.         2,760         65         2,418         90         2,841         53.9         1,248         46.1         2,643         97.9         58         2.1         2,9         5,3           Calgary, Alta.         1,437         19         1,206         39         1,461         53.9         1,248         46.1         2,643         97.9         58         2.1         2,7           Victoria, B.C.	Sudbury, Ont.	317	106											1,25
Regina, Sask.         879         12         870         8898         50.0         897         50.0         1,749         98.9         20         1.1         1,7           Saskatoon, Sask.         838         13         658         5         854         56.2         665         43.8         1,496         98.8         18         1.2         1,5           Edmonton, Alta.         2,760         65         2,418         90         2,841         52.9         2,532         47.1         5,178         97.1         155         2.9         5,3           Calgary, Alta.         1,437         19         1,206         39         1,461         53.9         1,248         46.1         2,643         97.9         58         2.1         2,7           Vancouver, B.C.         4,904         41         4,183         65         4,968         53.8         4,269         46.2         9,087         98.8         106         1.2         9,2           Victoria, B.C.         3,593         24         1,221         28         3,625         74.2         1,262         25.8         4,814         98.9         52         1.1         4,8           Yellowknife, N.W.T.         22		535	4	294										85
Regina, Sask.         879         12         870         8         898         50.0         897         50.0         1,749         98.9         20         1.1         1,7           Saskatoon, Sask.         838         13         658         5         854         56.2         665         43.8         1,496         98.8         18         1.2         1,5           Edmonton, Alta.         2,760         65         2,418         90         2,841         52.9         2,532         47.1         5,178         97.1         155         2.9         5,3           Calgary, Alta.         1,437         19         1,206         39         1,461         53.9         1,248         46.1         2,643         97.9         58         2.1         2,7           Vancouver, B.C.         4,904         41         4,183         65         4,968         53.8         4,269         46.2         9,087         98.8         106         1.2         9,2           Victoria, B.C.         3,593         24         1,221         28         3,625         74.2         1,262         25.8         4,814         98.9         52         1.1         4,8           Frobisher Bay, N.W.T.		3,690	129	3,065	136	3,852								7,08
Saskatolin, Sask.         336         13         636         90         2,841         52.9         2,532         47.1         5,178         97.1         155         2.9         5,3           Calgary, Alta.         1,437         19         1,206         39         1,461         53.9         1,248         46.1         2,643         97.9         58         2.1         2,7           Vancouver, B.C.         4,904         41         4,183         65         4,968         53.8         4,269         46.2         9,087         98.8         106         1.2         9,2           Victoria, B.C.         3,593         24         1,221         28         3,625         74.2         1,262         25.8         4,814         98.9         52         1.1         4,8           Frobisher Bay, N.W.T.         22         19         23         3         41         59.4         28         40.6         45         67.2         22         32.8           Yellowknife, N.W.T.         278         11         249         8         294         52.8         263         47.2         527         96.5         19         3.5         5           Whitehorse, Yukon         279 <t< td=""><td></td><td>879</td><td>12</td><td>870</td><td>8</td><td>898</td><td>50.0</td><td>897</td><td></td><td></td><td></td><td></td><td></td><td>1,79</td></t<>		879	12	870	8	898	50.0	897						1,79
Calgary, Alta. 1,437 19 1,206 39 1,461 53.9 1,248 46.1 2,643 97.9 58 2.1 2,7 Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,2 Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8 Frobisher Bay, N.W.T. 22 19 23 3 41 59.4 28 40.6 45 67.2 22 32.8 Yellowknife, N.W.T. 278 11 249 8 294 52.8 263 47.2 527 96.5 19 3.5 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Other Locations 24,444 6,023 12,768 3,769 30,656 64.6 16,788 35.4 37,212 79.2 9,792 20.8 47.8	Saskatoon, Sask.	838	13	658	5	854				,				1,51
Vancouver, B.C. 4,904 41 4,183 65 4,968 53.8 4,269 46.2 9,087 98.8 106 1.2 9,2 Victoria, B.C. 3,593 24 1,221 28 3,625 74.2 1,262 25.8 4,814 98.9 52 1.1 4,8 Trobisher Bay, N.W.T. 22 19 23 3 41 59.4 28 40.6 45 67.2 22 32.8 Yellowknife, N.W.T. 278 11 249 8 294 52.8 263 47.2 527 96.5 19 3.5 Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7 Other Locations 24,444 6,023 12,768 3,769 30,656 64.6 16,788 35.4 37,212 79.2 9,792 20.8 47.8	Edmonton, Alta.	2,760	65	2,418	90	2,841	52.9		47.1					5,3'
Vancouver, B.C.         4,904         41         4,183         65         4,968         53.8         4,269         46.2         9,087         98.8         106         1.2         9,2           Victoria, B.C.         3,593         24         1,221         28         3,625         74.2         1,262         25.8         4,814         98.9         52         1.1         4,8           Frobisher Bay, N.W.T.         22         19         23         3         41         59.4         28         40.6         45         67.2         22         32.8           Yellowknife, N.W.T.         278         11         249         8         294         52.8         263         47.2         527         96.5         19         3.5         5           Whitehorse, Yukon         279         9         388         7         294         41.8         409         58.2         667         97.7         16         2.3         7           Other Locations         24,444         6,023         12,768         3,769         30,656         64.6         16,788         35.4         37,212         79.2         9,792         20.8         47.2	Calgary, Alta.	1,437	19											2,7
Frobisher Bay, N.W.T.         22         19         23         3         41         59.4         28         40.6         45         67.2         22         32.8           Yellowknife, N.W.T.         278         11         249         8         294         52.8         263         47.2         527         96.5         19         3.5         5           Whitehorse, Yukon         279         9         388         7         294         41.8         409         58.2         667         97.7         16         2.3         7           Other Locations         24,444         6,023         12,768         3,769         30,656         64.6         16,788         35.4         37,212         79.2         9,992         20.8         47.4		4,904	41	4,183	65	4,968	53.8	4,269						9,2
Yellowknife, N.W.T.     278     11     249     8     294     52.8     263     47.2     527     96.5     19     3.5       Whitehorse, Yukon     279     9     388     7     294     41.8     409     58.2     667     97.7     16     2.3       Other Locations     24,444     6,023     12,768     3,769     30,656     64.6     16,788     35.4     37,212     79.2     9,792     20.8     47,4	Victoria, B.C.	3,593	24	1,221	28	3,625	74.2							4,8
Whitehorse, Yukon 279 9 388 7 294 41.8 409 58.2 667 97.7 16 2.3 7  Other Locations 24,444 6,023 12,768 3,769 30,656 64.6 16,788 35.4 37,212 79.2 9,792 20.8 47,4	Frobisher Bay, N.W.T.	22	19	23	3	41		28						
Other Locations 24,444 6,023 12,768 3,769 30,656 64.6 16,788 35.4 37,212 79.2 9,792 20.8 47,4	Yellowknife, N.W.T.	278	11				52.8							5
Other Locations 24,744 0,025 12,760 3,765 3,656 0 10 10,165 12,766 3,765	Whitehorse, Yukon	279	9	388	7		41.8							7
Grand total 97,917 33,469 63,241 28,145 131,933 58.9 92,093 41.1 161,158 72.3 61,614 27.7 224,	Other Locations	24,444	6,023	12,768	3,769	30,656	64.6	16,788	35.4	37,212	79.2	9,792	20.8	
	Grand total	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,0

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

## Geographic area, language requirements of position and language group Number of employees, by geographic area, language requirements of position and language group, 1984

			Langua	age requiren	nents of pos	ition					
	Biling	gual	Engl	ish	Fren	ch	English or	French	Tota	al	
Geographic Area	Anglo- phones	Franco- phones	Grand total								
Newfoundland	37	12	5,234	34	1	0	3	0	5,369	48	5,440
rince Edward Island	217	152	1,591	34	0	0	2	0	1,848	187	2,042
Nova Scotia	378	225	12,658	191	1	17	195	71	13,755	510	14,338
New Brunswick	893	1,487	4,202	299	2	29	275	160	5,468	2,034	7,533
Quebec (Except NCR)	1,340	14,085	149	35	258	14,648	69	409	1,851	30,115	32,189
Juebec (NCR)	4,593	6,166	4,135	358	5	327	722	632	9,532	7,541	17,098
Intario (NCR)	13,525	13,095	17,070	1,487	18	488	5,602	2,532	36,900	17,883	54,991
Intario (Except NCR)	1,516	1,014	31,665	585	3	49	252	80	34,374	1,773	36,355
fanitoba	267	182	8,346	134	0	3	8	1	9,302	329	9,753
askatchewan	101	42	5,225	37	0	1	5	2	5,755	87	5,943
Iberta	156	95	12,291	185	3	4	9	1	12,914	293	13,284
ritish Columbia	194	77	19,331	145	3	15	24	1	20,454	257	20,812
ukon	2	1	799	15	0	1	0	0	906	18	950
orthwest Territories	5	29	1,239	40	0	2	0	0	1,439	73	1,537
utside Canada	106	79	92	5	0	4	986	345	1,196	438	1,638
otal	23,377	36,758	124,045	3,584	294	15,588	8,159	4,239	161,158	61,614	224,026

ote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify geographic area, language requirements of position and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



**Department, sex and language group**Number and percentage of employees, by department, sex and language group, 1984

	Mei	n	Wome	en	Men		Wome	n	Angloph	ones	Francoph	ones	
	Anglo-	Franco-	Anglo- F	Franco-								~	
Department	phones	phones	phones		No.	%	No.	%	No.	%	No.	%	Tota
Agriculture	5,568	1,550	2,055	609	7,156	72.7	2,691	27.3	7,623	77.9	2,159	22.1	9,84
Bureau of Pensions Advocates	32	10	56	19	42	35.9	75	64.1	88	75.2	29	24.8	11
Canada Labour Relations Board	17	13	17	37	30	35.3	55	64.7	34	40.5	50	59.5	8
Canadian Aviation Safety Board	60	12	16	14	72	70.6	30	29.4	76	74.5	26	25.5	10
Canadian Grain Commission	533	36	160	12	591	75.8	189	24.2	693	93.5	48	6.5	78
Canadian Human Rights Commission	34	17	56	33	51	36.4	89	63.6	90	64.3	50	35.7	14
Canadian Intergovernmental Conference Secretariat	3	6	2	11	9	40.9	13	59.1	5	22.7	17	77.3	2
Canadian International			205	242	(0)	52.6	548	47.5	534	46.4	618	53.6	1,15
Development Agency	329	275	205	343	606	52.5			287	84.2	54	15.8	34
Canadian Pension Commission	95	25	192	29	121	35.2	223	64.8	201	84.2	2**	13.0	34
Canadian Radio-television and Telecommunications Commission	128	90	74	110	221	54.3	186	45.7	202	50.2	200	49.8	40 78
Canadian Transport Commission	344	120	189	133	464	59.0	322	41.0	533	67.8	253		
Communications	1,087	356	485	312	1,444	64.4	797	35.6	1,572	70.2	668	29.8	2,24
Consumer and Corporate Affairs	967	431	545	512	1,398	56.9	1,057	43.1	1,512	61.6	943	38.4	
Correctional Service of Canada	5,188	2,602	1,968	884	7,823	73.2	2,870	26.8	7,156	67.2	3,486	32.8	10,69
Employment and Immigration	6,042	3,436	10,079	4,990	9,505	38.6	15,123	61.4	16,121	65.7	8,426	34.3	24,62
Energy, Mines and Resources	2,625	693	1,170	463	3,323	67.0	1,637	33.0	3,795	76.7	1,156	23.3	4,96
Environment	6,295	1,391	2,040	758	7,701	73.3	2,810	26.7	8,335	79.5	2,149	20.5	10,51
External Affairs	1,940	694	1,147	547	2,642	60.8	1,700	39.2	3,087	71.3	1,241	28.7	4,34
Federal Court	38	28	45	51	66	40.7	96	59.3	83	51.2	79	48.8	10
Federal-Provincial Relations Office	19	16	12	19	35	53.0	31	47.0	31	47.0	35	53.0	0
Finance	352	117	220	169	470	54.5	393	45.5	572	66.7	286	33.3	80
Fisheries and Oceans	3,796	497	1,186	348	4,298	73.6	1,541	26.4	4,982	85.5	845	14.5	5,83
Foreign Investment Review	54	10	48	16	64	50.0	64	50.0	102	79.7	26	20.3	12
Agency Immigration Appeal Board	14	8	26	14	22	35.5	40	64.5	40	64.5	22	35.5	
Indian Affairs and Northern	1-4	-	20			50.0							
Development	2,284	393	2,330	416	2,729	49.2	2,823	50.8	4,614	85.1	809	14.9	5,5!
Insurance	102	31	55	24	134	62.9	79	37.1	157	74.1	55	25.9	2
International Joint Commission	11	0	9	0	20	52.6	18	47.4	20	100.0	0	0.0	
Justice	426	190	500	264	617	44.6	766	55.4	926	67.1	454	32.9	1,3
Labour	280		269	151	381	47.6	420	52.4	549	68.5	252	31.5	81
Law Reform Commission of Canada	3		11	19	8	21.1	30	78.9	14	36.8	24	63.2	
Ministry of State for Economic Development	2		1	0	2	66.7	1	33.3	3	100.0	0	0.0	7
National Defence (civilian)	18,787	4,539	8,535	2,174	23,447	68.5	10,788	31.5	27,322	80.3	6,713	19.7	34,2
National Energy Board	216		116	47	253	60.7	164	39.3	332	80.2	82	19.8	4
National Health and Welfare	2,489	807	4,471	1,272	3,352	36.2	5,895	63.8	6,960	77.0	2,079	23.0	9,2
National Library of Canada	106	44	224		150	28.9	369	71.1	330	63.6	189	36.4	5
National Museums of Canada	401	158	318	155	559	54.2	473	45.8	719	69.7	313	30.3	1,0
National Parole Board	52	22	111	84	74	27.5	195	72.5	163	60.6	106	39.4	2
National Revenue (Customs and	4,190	1,558	3,100	1.027	5,749	58.2	4,129	41.8	7,290	73.8	2,585	26.2	9,8
Excise)	6,165		5,910		8,300	50.4	8,156	49.6	12,075	73.5	4,351	26.5	16,4
National Revenue (Taxation)  Office of the Chief Electoral  Officer	6,163				38	58.5	27	41.5	14	21.5	51	78.5	
Officer	0	30	- 0	2.1	30	30.5	21	71.5		2110			

Table 8—Continued

	Ме	en	Won	nen	Mer	1	Wom	en	Angloph	iones	Francopl	nones	
Department		Franco- phones		Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Office of the Commissioner for ederal Judicial Affairs	2	4	4	11	6	28.6	15	71.4	6	28.6	15	71.4	21
office of the Commissioner of official Languages	14	50	19	53	64	47.1	72	52.9	33	24.3	103	75.7	136
office of the Coordinator, Status f Women	0	0	14	19	0	0.0	33	100.0	14	42.4	19	57.6	33
offices of the Information and rivacy Commissioners	17	7	8	9	24	57.1	18	42.9	25	61.0	16	39.0	42
of the Secretary to the overnor General	14	24	20	35	40	39.6	61	60.4	34	36.6	59	63.4	101
ension Review Board	0	3	6	7	3	18.8	13	81.3	6	37.5	10	62.5	16
rivy Council Office	82	64	105	95	146	41.7	204	58.3	187	54.0	159	46.0	350
ublic Archives of Canada	319	143	175	152	462	58.6	327	41.4	494	62.6	295	37.4	789
ublic Service Commission	446	552	526	967	1,000	40.1	1,494	59.9	972	39.0	1,519	61.0	2,494
ublic Service Staff Relations													
pard	36	31	42	40	75	47.5	83	52.5	78	52.3	71	47.7	158
ublic Works	4,607	1,691	1,476	535	6,318	75.8	2,022	24.2	6,083	73.2	2,226	26.8	8,340
egional Industrial Expansion	1,141	432	844	459	1,577	54.7	1,308	45.3	1,985	69.0	891	31.0	2,885
estrictive Trade Practices	6	4	2		7	42.0	9	66.2	. 9	56.3	7	42.0	1/
ommission	6	1	3	6	7	43.8	9	56.3	9	56.3	/	43.8	16
oyal Canadian Mounted Police Public Service employees)	520	191	2,346	655	712	19.1	3,015	80.9	2,866	77.2	846	22.8	3,727
cience and Technology	27	6	12	12	33	57.9	24	42.1	39	68.4	18	31.6	57
ecretary of State of Canada	341	738	631	1,412	1.079	34.6	2.044	65.4	972	31.1	2,150	68.9	3,123
olicitor General	96	16	96	55	115	42.8	154	57.2	192	73.0	71	27.0	269
atistics Canada	1,418	717	1,437	898	2,143	47.3	2,385	52.7	2,855	63.9	1,615	36.1	4,528
apply and Services	3,063	1,841	3,005	2,142	4,929	48.5	5,240	51.5	6,068	60.4	3,983	39.6	10,169
preme Court	12	16	13	20	29	46.0	34	54.0	25	41.0	36	59.0	63
ariff Board	13	4	7	5	17	56.7	13	43.3	20	69.0	9	31.0	30
ax Court of Canada	3	8	16	16	11	25.6	32	74.4	19	44.2	24	55.8	43
ansport	13,398	3,577	3,021	1,167	17,025	80.2	4,203	19.8	16,419	77.6	4,744	22.4	21,228
reasury Board (Office of the omptroller General)	89	16	31	25	105	65.2	56	34.8	120	74.5	41	25.5	161
easury Board (Secretariat)	326	115	202	155	441	55.3	357	44.7	528	66.2	270	33.8	798
eterans Affairs	764	743	1,120	719	1,510	45.0	1,847	55.0	1,884	56.3	1,462	43.7	3,357
eterans' Land Administration	69	11	91	7	81	45.0	99	55.0	160	89.9	18	10.1	180
ar Veterans Allowance Board	12	2	12	6	14	43.8	18	56.3	24	75.0	8	25.0	32
rand total	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,026

te-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



Salary in current and constant dollars, sex and language group Number and percentage of full-time indeterminate employees, by salary group, sex and language group, in current dollars and in constant dollars, 1983 and 1984

-1	9	8	3	(	Ci	11"	rei	nt	d	ol	1	a	rs)	)

						,							
	M	en	Won	nen	Me	n	Wom	en	Anglopl	nones	Francop	hones	
		Franco-		Franco-	<b>N</b> T.	Ct.	NT.	07	NT-	%	NI-	%	T
Salary group	phones	phones	phones	phones	No.	%	No.	%	No.		No.		To
Less than \$10,000	133	43	28	16	176	80.0	44	20.0	161	73.2	59	26.8	2
10,000-14,999	97	37	1,133	579	139	7.5	1,723	92.5	1,230	66.6	616	33.4	1,8
15,000-19,999	9,064	4,327	19,542	8,580	13,443	32.3	28,226	67.7	28,606	68.9	12,907	31.1	41,6
20,000-24,999	14,680	5,255	16,895	6,944	20,012	45.5	23,930	54.5	31,575	72.1	12,199	27.9	43,9
25,000-29,999	23,340	8,497	10,414	4,070	31,902	68.7	14,543	31.3	33,754	72.9	12,567	27.1	46,4
30,000-34,999	16,778	5,582	4,314	1,670	22,397	78.9	6,007	21.1	21,092	74.4	7,252	25.6	28,4
35,000-39,999	7,390	2,457	1,384	879	9,881	81.3	2,266	18.7	8,774	72.5	3,336	27.5	12,1
40,000-44,999	6,847	2,136	809	465	9,004	87.6	1,275	12.4	7,656	74.6	2,601	25.4	10,2
45,000-49,999	6,398	1,394	509	133	7,817	92.4	642	7.6	6,907	81.9	1,527	18.1	8,4
50,000-54,999	3,620	755	197	66	4,382	94.3	264	5.7	3,817	82.3	821	17.7	4,6
55,000-59,999	2,723	483	98	30	3,213	96.1	130	3.9	2,821	84.6	513	15.4	3,3
60,000-64,999	942	236	34	11	1,188	96.3	46	3.7	976	79.8	247	20.2	1,2
65,000-69,999	422	89	16	7	520	95.6	24	4.4	438	82.0	96	18.0	5
70,000-74,999	189	48	6	2	238	96.7	8	3.3	195	79.6	50	20.4	2
75,000-79,999	91	29	3	1	122	96.8	4	3.2	94	75.8	30	24.2	1
80,000 and over	40	6	0	0	49	100.0	0	0.0	40	87.0	6	13.0	
Total	92,754	31,374	55,382	23,453	124,483	61.1	79,132	38.9	148,136	73.0	54,827	27.0	203,6
Othera	5,192	1,861	6,923	3,729	7,375	40.0	11,054	60.0	12,115	68.4	5,590	31.6	18,4
Grand Total	97,946	33,235	62,305	27,182	131,858	59.4	90,186	40.6	160,251	72.6	60,417	27.4	222,0

### 1983 (Constant dollars)b

						(	JIII CUIIC (		,				
	M	en	Won	nen	Me	n	Wom	en	Anglop	hones	Francop	hones	
Salary group	Anglo- phones	Franco- phones		Franco- phones	No.	%	No.	%	No.	%	No.	%	To
Less than \$10,000	133	43	28	17	176	79.6	45	20.4	161	72.9	60	27.1	2
10,000-14,999	2,764	1,501	7,813	3,417	4,294	27.6	11,275	72.4	10,577	68.3	4,918	31.7	15,
15,000-19,999	16,370	6,432	26,718	11,710	22,881	37.2	38,571	62.8	43,088	70.4	18,142	29.6	61,
20,000-24,999	22,905	7,949	10,813	3,981	30,931	67.5	14,865	32.5	33,718	73.9	11,930	26.1	45,
25,000-29,999	20,621	7,352	6,679	2,627	28,021	75.0	9,333	25.0	27,300	73.2	9,979	26.8	37,3
30,000-34,999	9,634	3,298	1,770	1,086	12,971	81.9	2,861	18.1	11,404	72.2	4,384	27.8	15,
35,000-39,999	7,699	2,218	837	407	9,949	88.9	1,245	11.1	8,536	76.5	2,625	23.5	11,
40,000-44,999	6,343	1,353	472	138	7,710	92.7	610	7.3	6,815	82.0	1,491	18.0	8,:
45,000-49,999	3,892	714	162	41	4,614	95.7	206	4.3	4,054	84.3	755	15.7	4,
50,000-54,999	1,552	318	60	18	1,882	96.0	79	4.0	1,612	82.8	336	17.2	1,9
55,000-59,999	498	108	21	8	617	95.4	30	4.6	519	81.7	116	18.3	(
60,000-64,999	215	54	6	2	270	97.1	8	2.9	221	79.8	56	20.2	
65,000-69,999	98	29	3	1	130	97.0	4	3.0	101	77.1	30	22.9	
70,000-74,999	27	5	0	0	34	100.0	0	0.0	27	84.4	5	15.6	
75,000-79,999	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	
80,000 and over	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	
Total	92,754	31,374	55,382	23,453	124,483	61.1	79,132	38.9	148,136	73.0	54,827	27.0	203,0
Othera	5,192	1,861	6,923	3,729	7,375	40.0	11,054	60.0	12,115	68.4	5,590	31.6	18,
Grand Total	97,946	33,235	62,305	27,182	131,858	59.4	90,186	40.6	160,251	72.6	60,417	27.4	222,0

<sup>&</sup>lt;sup>a</sup>Consists of employees whose type of employment is other than full-time indeterminate.

<sup>b</sup>The base period used for the calculation of the constant dollars is 1981, and the annual averages of the Consumer Price Index (CPI) published by Statistics Canada were used to determine the 1983 and 1984 (expressed in 1981) constant dollars) distribution.

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

19,940

224,026

## able 9—Continued

5,637

97,917

2,036

33,469

					1984 (0	Current do	llars)					
Me	n	Wom	en	Mei	1	Wome	en	Angloph	ones	Francoph	ones	
Anglo-	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
1 134	50	34	13	185	79.7	47	20.3	168	72.7	63	27.3	232
54	18	374	164	77	12.4	544	87.6	428	70.2	182	29.8	621
7,835	3,773	16,976	7,454	11,645	32.2	24,537	67.8	24,811	68.8	11,227	31.2	36,182
14,319	5,262	18,403	8,038	19,668	42.6	26,516	57.4	32,722	71.1	13,300	28.9	46,184
19,518	6,718	9,036	3,494	26,294	67.6	12,594	32.4	28,554	73.7	10,212	26.3	38,888
17,839	6,450	6,560	2,602	24,339	72.6	9,197	27.4	24,399	72.9	9,052	27.1	33,536
8,658	3,128	2,213	1,198	11,802	77.5	3,421	22.5	10,871	71.5	4,326	28.5	15,223
7,870	2,544	1,081	606	10,439	86.1	1,687	13.9	8,951	74.0	3,150	26.0	12,126
5,121	1,250	533	168	6,390	90.1	702	9.9	5,654	79.9	1,418	20.1	7,092
5,730	1,203	393	113	6,941	93.2	508	6.8	6,123	82.3	1,316	17.7	7,449
2,517	488	135	31	3,012	94.7	167	5.3	2,652	83.6	519	16.4	3,179
1,607	293	57	18	1,904	96.2	75	3.8	1,664	84.3	311	15.7	1,979
627	128	26	9	758	95.6	35	4.4	653	82.7	137	17.3	793
279	76	7	5	357	96.7	12	3.3	286	77.9	81	22.1	369
85	31	3	2	116	95.9	5	4.1	88	72.7	33	27.3	121
87	21	1	0	111	99.1	1	0.9	88	80.7	21	19.3	112
92,280	31,433	55,832	23,915	124,038	60.8	80,048	39.2	148,112	72.8	55,348	27.2	204,086

## 1984 (Constant dollars)b

12,045

92,093

60.4

41.1

13,046

161,158

67.6

72.3

6,266

61,614

32.4

27.7

4,230

28,145

7,409

63,241

7,895

131,933

39.6

58.9

	ones	Francophe	ones	Anglopho	n	Wome	1	Men	en	Wom	n	Me
Total	%	No.	%	No.	%	No.	%	No.	Franco- phones	Anglo- phones	Franco- phones	Anglo- phones
238	28.0	66	72.0	170	21.4	51	78.6	187	16	35	50	135
14,405	31.8	4,558	68.2	9,768	68.0	9,798	32.0	4,607	2,941	6,800	1,617	2,968
63,871	29.7	18,916	70.3	44,735	62.8	40,081	37.2	23,790	12,279	27,676	6,637	17,059
46,749	26.2	12,231	73.8	34,372	31.4	14,695	68.6	32,054	4,012	10,610	8,219	23,762
34,719	27.5	9,509	72.5	25,118	28.6	9,946	71.4	24,773	2,881	7,028	6,628	18,090
16,897	27.4	4,629	72.6	12,245	18.8	3,170	81.2	13,727	1,146	2,020	3,483	10,225
11,371	23.5	2,667	76.5	8,675	11.8	1,342	88.2	10,029	433	908	2,234	7,767
8,042	17.9	1,433	82.1	6,595	7.5	606	92.5	7,436	125	479	1,308	6,116
4,496	17.2	773	82.8	3,714	5.2	234	94.8	4,262	49	184	724	3,530
2,218	16.1	357	83.9	1,856	3.8	84	96.2	2,134	20	64	337	1,792
675	18.5	124	81.5	548	4.4	30	95.6	645	8	22	116	526
253	21.0	53	79.0	199	3.2	8	96.8	245	4	4	49	195
115	21.2	24	78.8	89	2.6	3	97.4	112	1	2	23	87
35	23.5	8	76.5	26	0.0	0	100.0	35	0	0	8	26
2	0.0	0	100.0	2	0.0	0	100.0	2	0	0	0	2
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0
204,086	27.2	55,348	72.8	148,112	39.2	80,048	60.8	124,038	23,915	55,832	31,433	92,280
19,940	32.4	6,266	67.6	13,046	60.4	12,045	39.6	7,895	4,230	7,409	2,036	5,637
224,026	27.7	61,614	72.3	161,158	41.1	92,093	58.9	131,933	28,145	63,241	33,469	97,917



Occupational category, type of employment, sex and language group

Number and percentage of employees, by occupational category, type of employment, sex and language group,
1984

Full-time   Total		Mer	n	Wom	en	Men		Women	n	Anglopho	ones	Francopho	ones	
Full-time						No.	%	No.	%	No.	%	No.	%	Tot
For the image														
** Specified period ** 20 3 2 1 2.8 8.5 3 11.5 22 8.6 4 15.4   **Total **3,202 780 228 71 3,982 93.0 299 7.0 3,430 80.1 851 19.9 4.2   **Specified and Professional Full-time **  **Indeterminate **  **Indeterminate **  **Indeterminate **  **Indeterminate **  **1 0 1 0 1 50.0 1 50.0 2 100.0 0 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0	Full-time							201	7.0	2 400	20.1	947	10.0	4.2
Specified period   20   78   71   3,982   93.0   29   7.0   3,430   80.1   851   19.9   4,25	Indeterminate													49.4
Total 13,886 3,573 3,864 1,355 17,533 76,8 5,310 23,2 17,750 78,3 4,928 21,7 22,3 10,109 1,209 1	Specified period													42
Full-time	Total	3,202	780	228	71	3,982	93.0	299	7.0	3,430	80.1	931	19.7	20,2
Indeterminate	Scientific and Professional													
Seasonal								1.170	21.7	17.704	70 /	4.614	21.6	21.5
** Specified period														4190
Specified period						-								1,0
Part-time    Indeterminate   22   13   13   67   37   15.2   206   84.8   15.8   66.4   80   33.6   1.8														
• Indeterminate         22         13         136         67         37         15.2         206         84.8         158         66.4         80         33.6         2           • Specified period         14         1         31         5         16         30.2         37.9         8.8         26         11.8           Total         13,886         3,573         3,864         1,355         17,533         76.8         5,310         23.2         17,750         78.3         4,928         21.7         22.7           Administrative and Foreign           Full-time		13,850	3,559	3,697	1,283	17,480	11.3	5,007	22.3	17,547	76.1	4,012	21.0	20.00
Specified period   14   1   31   5   16   30.2   37   69.8   45   88.2   6   11.8		22	1.2	126	(7	27	15.2	206	918	158	66.4	80	33.6	2
**Specified period														
Total   13,886   3,573   3,864   1,355   17,533   76.8   5,310   23.2   17,750   78.3   4,928   21.7   22,1														2
Administrative and Foreign   Service   Full-time   25,323   10,309   12,839   5,594   35,706   65.9   18,479   34.1   38,162   70.6   15,903   29.4   54,														22,8
Full-time   Service   Full-time   Seasonal   Service   Seasonal   Service   Seasonal		13,886	3,573	3,864	1,355	17,533	/0.8	5,310	43.4	17,730	10.5	4,720	Arate .	22,0
• Indeterminate         25,323         10,309         12,839         5,594         35,706         65,9         18,479         34.1         38,162         70.0         15,903         29.4         54.5           • Seasonal         5         1         1         4         6         54.5         5         45.5         5         45.5         6         54.5         5         54.5         5         45.5         6         54.5         5         54.5         5         45.5         6         54.5         5         45.5         6         54.5         5         45.5         6         54.5         5         45.5         7         70.0 <td>Service</td> <td></td>	Service													
** Indeterminate		25 222	10.200	12 930	5 504	25 706	65.9	18 479	34 1	38 162	70.6	15,903	29.4	54,1
** Specified period														
Total   25,956   10,678   13,453   5,901   36,724   65.4   19,408   34.6   39,409   70.4   16,579   29.6   56,     Part-time														1,9
Part-time  Indeterminate  Seasonal  Indeterminate  Seasonal  Indeterminate  Seasonal  Indeterminate  Seasonal  Indeterminate  Seasonal  Indeterminate  Seasonal  Indeterminate  Indetermin														56,1
• Indeterminate         55         53         410         224         109         14.6         639         85.4         465         62.7         277         37.3           • Seasonal         47         11         7         0         58         89.2         7         10.8         54         83.1         11         16.99           • Specified period         18         7         46         18         30         30.9         67         69.1         64         71.9         25         28.1           Total         120         71         463         242         197         21.6         713         78.4         583         65.1         313         34.9           Total         26,076         10,749         13,916         6,143         36,921         64.7         20,121         35.3         39,992         70.3         16,892         29.7         57,           Technical         7         7         273         89.5         32         10.5         238         79.6         5,233         20.4         25,           Full-time         18,063         4,588         2,332         645         22,702         88.3         2,999         11.7		23,730	10,070	13,733	3,701	50,72	0011	12,100						
Necessonal         47         11         7         0         58         89.2         7         10.8         54         83.1         11         16.9           Specified period         18         7         46         18         30         30.9         67         69.1         64         71.9         25         28.1           Total         120         71         463         242         197         21.6         713         78.4         583         65.1         313         34.9           Total         26,076         10,749         13,916         6,143         36,921         64.7         20,121         35.3         39,992         70.3         16,892         29.7         57.           Technical         7         206         25.5         7         273         89.5         32         10.5         238         78.8         64         21.2           * Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1.           * Total         18,953         4,851         2,612         723         23,872         87.6         3,		55	53	410	224	109	14.6	639	85.4	465	62.7	277	37.3	7
Sessional         18         7         46         18         30         30.9         67         69.1         64         71.9         25         28.1           Total         120         71         463         242         197         21.6         713         78.4         583         65.1         313         34.9           Total         26,076         10,749         13,916         6,143         36,921         64.7         20,121         35.3         39,992         70.3         16,892         29.7         57.           Technical           Full-time         -         Indeterminate         18,063         4,588         2,332         645         22,702         88.3         2,999         11.7         20,395         79.6         5,233         20.4         25.           - Indeterminate         18,963         4,588         2,332         645         22,702         88.3         2,999         11.7         20,395         79.6         5,233         20.4         25.           - Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1. <td></td> <td>83.1</td> <td>11</td> <td>16.9</td> <td></td>											83.1	11	16.9	
Total   120										64	71.9	25	28.1	
Total   26,076   10,749   13,916   6,143   36,921   64.7   20,121   35.3   39,992   70.3   16,892   29.7   57,								713	78.4	583	65.1	313	34.9	9
Technical Full-time           • Indeterminate         18,063         4,588         2,332         645         22,702         88.3         2,999         11.7         20,395         79.6         5,233         20.4         25.           • Seasonal         213         57         25         7         273         89.5         32         10.5         238         78.8         64         21.2           • Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1,           Total         18,953         4,851         2,612         723         23,872         87.6         3,365         12.4         21,565         79.5         5,574         20.5         27,           Part-time           • Indeterminate         5         5         42         23         10         13.0         67         87.0         47         62.7         28         37.3           • Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0         0         0 <td></td> <td></td> <td></td> <td></td> <td></td> <td>36,921</td> <td>64.7</td> <td>20,121</td> <td>35.3</td> <td>39,992</td> <td>70.3</td> <td>16,892</td> <td>29.7</td> <td>57,0</td>						36,921	64.7	20,121	35.3	39,992	70.3	16,892	29.7	57,0
Full-time         Indeterminate         18,063         4,588         2,332         645         22,702         88.3         2,999         11.7         20,395         79.6         5,233         20.4         25,           • Seasonal         213         57         25         7         273         89.5         32         10.5         238         78.8         64         21.2           • Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1,           Total         18,953         4,851         2,612         723         23,872         87.6         3,365         12.4         21,565         79.5         5,574         20.5         27,           Part-time         •         Indeterminate         5         5         42         23         10         13.0         67         87.0         47         62.7         28         37.3           • Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0.0         1         100.0         0         0.0         <		20,0.0	10,7 1	20,7	-,									
• Indeterminate         18,063         4,588         2,332         645         22,702         88.3         2,999         11.7         20,395         79.6         5,233         20.4         25,           • Seasonal         213         57         25         7         273         89.5         32         10.5         238         78.8         64         21.2           • Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1,           Total         18,953         4,851         2,612         723         23,872         87.6         3,365         12.4         21,565         79.5         5,574         20.5         27,           Part-time           • Indeterminate         5         5         42         23         10         13.0         67         87.0         47         62.7         28         37.3           • Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0.0         0         0         0.0         0         0														
• Seasonal         213         57         25         7         273         89.5         32         10.5         238         78.8         64         21.2           • Specified period         677         206         255         71         897         72.9         334         27.1         932         77.1         277         22.9         1,           Total         18,953         4,851         2,612         723         23,872         87.6         3,365         12.4         21,565         79.5         5,574         20.5         27,           Part-time         • Indeterminate         5         5         42         23         10         13.0         67         87.0         47         62.7         28         37.3           • Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0.0         1         100.0         0		18.063	4.588	2,332	645	22,702	88.3	2,999	11.7	20,395	79.6	5,233	20.4	25,7
• Specified period 677 206 255 71 897 72.9 334 27.1 932 77.1 277 22.9 1, Total 18,953 4,851 2,612 723 23,872 87.6 3,365 12.4 21,565 79.5 5,574 20.5 27, Part-time  • Indeterminate 5 5 5 42 23 10 13.0 67 87.0 47 62.7 28 37.3 • Seasonal 1 0 0 0 0 1 100.0 0 0.0 1 100.0 0 0.0 • Specified period 7 3 15 3 11 34.4 21 65.6 22 78.6 6 21.4 • Total 13 8 57 26 22 20.0 88 80.0 70 67.3 34 32.7 • Total 18,966 4,859 2,669 749 23,894 87.4 3,453 12.6 21,635 79.4 5,608 20.6 27, Total (officer categories)  Full-time  • Indeterminate 59,940 19,105 18,819 7,492 79,224 75.0 26,446 25.0 78,759 74.5 26,597 25.5 105 • Seasonal 219 58 27 11 280 88.1 38 11.9 246 78.1 69 21.9 • Specified period 1,802 705 1,144 475 2,554 60.7 1,655 39.3 2,946 71.4 1,180 28.6 4.											78.8	64	21.2	3
Total   18,953   4,851   2,612   723   23,872   87.6   3,365   12.4   21,565   79.5   5,574   20.5   27,										932	77.1		22.9	1,2
Part-time  Indeterminate Seasonal Seaso										21,565	79.5	5,574	20.5	27,2
• Indeterminate         5         5         42         23         10         13.0         67         87.0         47         62.7         28         37.3           • Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0.0 <td></td>														
• Seasonal         1         0         0         0         1         100.0         0         0.0         1         100.0         0         0.0         1         100.0         0         0.0         0.0         1         100.0         0         0.0         0.0         0.0         0.0         0.0         0         0.0         0         0         0.0         0         0         0.0         0 <t< td=""><td></td><td>5</td><td>5</td><td>42</td><td>23</td><td>10</td><td>13.0</td><td>67</td><td></td><td>47</td><td></td><td></td><td></td><td></td></t<>		5	5	42	23	10	13.0	67		47				
• Specified period         7         3         15         3         11         34.4         21         65.6         22         78.6         6         21.4           Total         13         8         57         26         22         20.0         88         80.0         70         67.3         34         32.7           Total         18,966         4,859         2,669         749         23,894         87.4         3,453         12.6         21,635         79.4         5,608         20.6         27.           Total (officer categories)         Full-time           • Indeterminate         59,940         19,105         18,819         7,492         79,224         75.0         26,446         25.0         78,759         74.5         26,597         25.5         105.           • Seasonal         219         58         27         11         280         88.1         38         11.9         246         78.1         69         21.9           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.4         4.0				0	0	1	100.0	0	0.0					
Total 13 8 57 26 22 20.0 88 80.0 70 67.3 34 32.7  Total 18,966 4,859 2,669 749 23,894 87.4 3,453 12.6 21,635 79.4 5,608 20.6 27.  Total (officer categories)  Full-time  Indeterminate 59,940 19,105 18,819 7,492 79,224 75.0 26,446 25.0 78,759 74.5 26,597 25.5 105.  Seasonal 219 58 27 11 280 88.1 38 11.9 246 78.1 69 21.9  Specified period 1,802 705 1,144 475 2,554 607 1,655 39.3 2,946 71.4 1,180 28.6 4.		7	3	15	3	11_	34.4							
Total 18,966 4,859 2,669 749 23,894 87.4 3,453 12.6 21,635 79.4 5,608 20.6 27.  Total (officer categories) Full-time  Indeterminate 59,940 19,105 18,819 7,492 79,224 75.0 26,446 25.0 78,759 74.5 26,597 25.5 105.  Seasonal 219 58 27 11 280 88.1 38 11.9 246 78.1 69 21.9  Specified period 1,802 705 1,144 475 2,554 60.7 1,655 39.3 2,946 71.4 1,180 28.6 4.		13	8	57	26	22	20.0	88	80.0					1
Total (officer categories)           Full-time         59,940         19,105         18,819         7,492         79,224         75.0         26,446         25.0         78,759         74.5         26,597         25.5         105.           • Seasonal         219         58         27         11         280         88.1         38         11.9         246         78.1         69         21.9           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.6         4.	Total	18,966	4,859	2,669	749	23,894	87.4	3,453	12.6	21,635	79.4	5,608	20.6	27,3
Full-time         59,940         19,105         18,819         7,492         79,224         75.0         26,446         25.0         78,759         74.5         26,597         25.5         105.           • Seasonal         219         58         27         11         280         88.1         38         11.9         246         78.1         69         21.9           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.6         4.														
• Indeterminate         59,940         19,105         18,819         7,492         79,224         75.0         26,446         25.0         78,759         74.5         26,597         25.5         105           • Seasonal         219         58         27         11         280         88.1         38         11.9         246         78.1         69         21.9           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.6         4.	,													
• Seasonal         219         58         27         11         280         88.1         38         11.9         246         78.1         69         21.9           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.6         4.           • Specified period         1,802         705         1,144         475         2,554         60.7         1,655         39.3         2,946         71.4         1,180         28.6         4.		59,940	19,105	18,819	7,492	79,224	75.0	26,446	25.0	78,759	74.5	26,597		105,0
• Specified period 1,802 705 1,144 475 2,554 60.7 1,655 39.3 2,946 71.4 1,180 28.6 4				27	11	280	88.1	38	11.9	246	78.1			
27 246 25 4 110		1,802	705	1,144	475	2,554	60.7	1,655	39.3					4,
		61,961	19,868	19,990	7,978	82,058	74.4	28,139	25.6	81,951	74.6	27,846	25.4	110,

Table 10—Continued

	Me	en	Won	nen	Mer	n	Wom	en	Anglopl	hones	Francopl	nones	
Occupational category and	Anglo-	Franco-	Anglo-	Franco-									
ype of employment	phones	phones		phones	No.	%	No.	%	No.	%	No.	%	Total
Part-time													
Indeterminate	82	71	588	314	156	14.6	912	85.4	670	63.5	385	36.5	1,068
Seasonal	48	11	7	0	59	89.4	. 7	10.6	55	83.3	11	16.7	66
Specified period	39	11	92	26	57	31.3	125	68.7	131	78.0	37	22.0	182
Total	169	93	687	340	272	20.7	1,044	79.3	856	66.4	433	33.6	1,316
otal	62,130	19,961	20,667	8,318	82,330	73.8	29,183	26.2	82,807	74.5	28,279	25.5	111,513
dministrative Support													
Full-time													
Indeterminate	6,826	3,785	33,370	15,313	10,632	17.9	48,820	82.1	40,196	67.8	19,098	32.2	59,452
Seasonal	8	2	36	28	11	14.7	64	85.3	44	59.5	30	40.5	75
Specified period	816	483	3,859	2,411	1,321	17.2	6,374	82.8	4,675	61.8	2,894	38.2	7,695
Total	7,650	4,270	37,265	17,752	11,964	17.8	55,258	82.2	44,915	67.1	22,022	32.9	67,222
Part-time													
Indeterminate	23	19	943	611	45	2.7	1,624	97.3	966	60.5	630	39.5	1,669
Seasonal	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	1
Specified period	24	11	241	104	50	9.9	453	90.1	265	69.7	115	30.3	503
Total	47	30	1,185	715	95	4.4	2,078	95.6	1,232	62.3	745	37.7	2,173
otal	7,697	4,300	38,450	18,467	12,059	17.4	57,338	82.6	46,147	67.0	22,767	33.0	69,397
perational													
Full-time													
Indeterminate	25,495	8,528	3,613	1,099	34,140	87.8	4,740	12.2	29,108	75.1	9,627	24.9	38,880
Seasonal	565	187	82	16	762	88.3	101	11.7	647	76.1	203	23.9	863
Specified period	1,788	401	148	45	2,281	91.2	219	8.8	1,936	81.3	446	18.7	2,500
Total	27,848	9,116	3,843	1,160	37,183	88.0	5,060	12.0	31,691	75.5	10,276	24.5	42,243
Part-time													
Indeterminate	118	49	201	168	177	31.7	382	68.3	319	59.5	217	40.5	559
Seasonal	2	0	4	0	2	33.3	4	66.7	6	100.0	0	0.0	6
Specified period	20	8	30	15	35	33.0	71	67.0	50	68.5	23	31.5	106
Total	140	57	235	183	214	31.9	457	68.1	375	61.0	240	39.0	671
otal	27,990	9,174	4,078	1,343	37,401	87.1	5,517	12.9	32,068	75.3	10,517	24.7	42,918
Il categories													
Full-time													
Indeterminate	92,361	31,451	55,838	23,918	124,137	60.8	80,057	39.2	148,199	72.8	55,369	27.2	204,194
Seasonal	792	247	145	55	1,053	83.8	203	16.2	937	75.6	302	24.4	1,256
Specified period	4,406	1.590	5,151	2,934	6,158	42.7	8,252	57.3	9,557	67.9	4,524	32.1	14,410
Total	97,559	33,288	61,134	26,907	131,348	59.7	88,512	40.3	158,693	72.5	60,195	27.5	219,860
Part-time													
Indeterminate	223	139	1,732	1,093	378	11.5	2,918	88.5	1,955	61.3	1,232	38.7	3,296
Seasonal	50	11	12	0	61	83.6	12	16.4	62	84.9	11	15.1	73
Specified period	83	30	363	145	142	18.0	649	82.0	446	71.8	175	28.2	791
Total	356	180	2,107	1,238	581	14.0	3,579	86.0	2,463	63.5	1,418	36.5	4,160
rand total	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,026
- Line Lotus	219211	33,403	00,2-11	20,173	2029700	2007	729073	TATA	202,200		02,027		

te:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify type of employment, occupational category and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



Occupational category, group, sex and language group

Number and percentage of employees, by occupational category and group, sex and language group, 1984

	Me	n	Wom	en	Mer		Wome	en	Angloph	iones	Francoph	ones	
Occupational category and group		Franco- phones	Anglo- I		No.	%	No.	%	*No.	%	No.	%	To
Management	phones	phones	phones	phones									
Executive (EX)	1,671	448	99	40	2,119	93.8	139	6.2	1,770	78.4	488	21.6	2,2
Senior Management (SM)	1,531	332	129	31	1,863	92.1	160	7.9	1,660	82.1	363	17.9	2,0
Total	3,202	780	228	71	3,982	93.0	299	7.0	3,430	80.1	851	19.9	4,2
Scientific and Professional	3,202	700	220	- / 2	5,702	70.0							
Actuarial Science (AC)	10	12	0	0	22	100.0	0	0.0	10	45.5	12	54.5	
Agriculture (AG)	217	47	24	10	265	88.3	35	11.7	241	80.9	57	19.1	3
Architecture and Town Planning	217				200								
(AR)	255	61	26	14	316	88.8	40	11.2	281	78.9	75	21.1	3
Auditing (AU)	2,139	678	200	40	2,819	92.2	240	7.8	2,339	76.5	718	23.5	3,0
Biological Sciences (BI)	758	124	167	38	887	81.0	208	19.0	925	85.1	162	14.9	1,0
Chemistry (CH)	267	46	84	13	317	76.6	97	23.4	351	85.6	59	14.4	4
Defense Scientific Service (DS)	408	113	27	8	521	93.7	35	6.3	435	78.2	121	21.8	5
Dentistry (DE)	35	7	3	0	43	93.5	3	6.5	38	84.4	7	15.6	
Economics, Sociology and													
Statistics (ES)	1,504	383	375	126	1,895	79.1	502	20.9	1,879	78.7	509	21.3	2,3
Education (ED)	858	469	799	482	1,337	50.5	1,311	49.5	1,657	63.5	951	36.5	2,6
Engineering and Land Surveying						0.0	100	2.7	0.420	02.0	507	17.2	2,9
(EN)	2,361	477	78	30	2,849	96.3	108	3.7	2,439	82.8	507	17.2	1.9
Forestry (FO)	106	27	5	0	134	96.4	5	3.6	111	80.4	71	25.4	
Historical Research (HR)	142	54	67	17	196	70.0	84	30.0	209	74.6 64.4			2
Home Economics (HE)	0	0	29	16	0	0.0	45	100.0	29 558	73.7	16 199	35.6	7
Law (LA)	401	146	157	53	548	72.1	212	27.9		78.8	111	21.2	5
Library Science (LS)	119	52	293	59	171	32.5	355 41	67.5 25.9	412 126	79.7	32	20.3	1
Mathematics (MA)	94	23	32	9	117 274	74.1 87.5	39	12.5	243	79.4	63	20.6	3
Medicine (MD)	208	60	35		524	93.6		6.4	431	77.0	129	23.0	5
Meteorology (MT)	407	117	24	12			36	89.9		78.1	339	21.9	1,5
Nursing (NU)	123	36	1,089	303	160	10.1	1,429	89.9	1,212	/0.1	337	21.7	1,3
Occupational and Physical Therapy (OP)	3	0	13	8	3	12.5	21	87.5	16	66.7	8	33.3	
Pharmacy (PH)	25	19	9	4	44	74.6	15	25.4	34	59.6	23	40.4	
Physical Sciences (PC)	665	82	99	26	753	85.6	127	14.4	764	87.6	108	12.4	8
Psychology (PS)	55	21	15	13	76	72.4	29	27.6	70	67.3	34	32.7	1
Scientific Regulation (SG)	311	88	56	19	399	84.2	75	15.8	367	77.4	107	22.6	4
Scientific Research (SE)	1.804	155	78	10	1,969	95.6	91	4.4	1,882	91.9	165	8.1	2,0
Social Work (SW)	74	25	37	7	100	69.0	45	31.0	111	77.6	32	22.4	1
University Teaching (UT)	146	87	2	3	238	96.7	8	3.3	148	62.2	90	37.8	2
Veterinary Science (VS)	391	164	41	32	556	88.3	74	11.7	432	68.8	196	31.2	6
Total	13,886	3,573	3,864	1,355	17,533	76.8	5,310	23.2	17,750	78.3	4,928	21.7	22,8
Administrative and	13,000	3,575	3,004	1,000	11,000	70.0	0,010		21,100	7000	1,7-20		
Foreign Service													
Administrative Services (AS)	4,332	1,867	3,264	1,828	6,211	54.9	5,103	45.1	7,596	67.3	3,695	32.7	11,3
Administrative Trainee (AT)	36	19	36	17	55	50.9	53	49.1	72	66.7	36	33.3	1
Commerce (CO)	1,497	419	238	70	1,931	86.0	314	14.0	1,735	78.0	489	22.0	2,2
Computer Systems Administra-													
tion (CS)	1,892	541	538	199	2,438	76.8	738	23.2	2,430	76.7	740	23.3	3,1
Financial Administration (FI)	1,417	501	524	202	1,924	72.5	729	27.5	1,941	73.4	703	26.6	2,6
Foreign Service (FS)	813	269	139	36	1,083	86.1	175	13.9	952	75.7	305	24.3	1,2
Information Services (IS)	412	236	373	226	650	51.9	602	48.1	785	63.0	462	37.0	1,2
Organization and Methods										=0	160	21.6	9
(OM)	552	142	169	57	695	75.5	226	24.5	721	78.4	199	21.6	
Personnel Administration (PE)	958	610	921	517	1,577	52.3	1,440	47.7	1,879	62.5	1,127	37.5	3,0
Program Administration (PM)	12,002	4,922	6,844	2,176	16,955	65.2	9,043	34.8	18,846	72.6	7,098	27.4	25,9
Purchasing and Supply (PG)	1,130	367	377	121	1,503	75.0	500	25.0	1,507	75.5	488	24.5	2,0

## able 11—Continued

	Me	n	Won	nen	Mer	1	Wom	en	Angloph	iones	Francoph	nones	
ccupational category	Anglo-	Franco-	Anglo-	Franco-									
ad group	phones	phones	phones	phones	No.	%	No.	%	*No.	%	No.	%	Total
Translation (TR)	87	507	80	542	594	48.8	623	51.2	167	13.7	1,049	86.3	1,217
Welfare Programs (WP)	948	349	413	152	1,305	69.4	575	30.6	1,361	73.1	501	26.9	1,880
Total	26,076	10,749	13,916	6,143	36,921	64.7	20,121	35.3	39,992	70.3	16,892	29.7	57,042
echnical													
Air Traffic Control (AI)	1,862	301	60	19	2,164	96.5	79	3.5	1,922	85.7	320	14.3	2,243
Aircraft Operations (AO)	425	92	14	5	518	96.3	20	3.7	439	81.9	97	18.1	538
Drafting and Illustration (DD)	1,188	340	192	57	1,533	85.8	253	14.2	1,380	77.7	397	22.3	1,786
Educational Support (EU)	11	2	43	5	13	20.6	50	79.4	54	88.5	7	11.5	63
Electronics (EL)	2,406	620	31	8	3,035	98.7	39	1.3	2,437	79.5	628	20.5	3,074
Engineering and Scientific Support (EG)	5,078	1,151	953	180	6,255	84.5	1,150	15.5	6,031	81.9	1,331	18.1	7,405
General Technical (GT)	2,013	488	321	78	2,506	86.3	399	13.7	2,334	80.5	566	19.5	2,905
Photography (PY)	97	44	18	3	141	86.5	22	13.5	115	71.0	47	29.0	163
Primary Products Inspection (PI)	1,875	650	145	54	2,540	92.6	203	7.4	2,020	74.2	704	25.8	2,743
Radio Operations (RO)	959	169	63	20	1,128	93.1	83	6.9	1,022	84.4	189	15.6	1,211
Ships' Officers (SO)	1,155	288	50	20	1,447	95.4	70	4.6	1,205	79.6	308	20.4	1,517
Social Science Support (SI)	778	351	753	295	1,129	51.7	1,054	48.3	1,531	70.3	646	29.7	2,183
Technical Inspection (TI)	1,119	363	26	5	1,485	98.0	31	2.0	1,145	75.7	368	24.3	1,516
Total	18,966	4,859	2,669	749	23,894	87.4	3,453	12.6	21,635	79.4	5,608	20.6	27,347
Iministrative Support													
Clerical and Regulatory (CR)	6,495	3,815	27,512	12,702	10,364	20.4	40,503	79.6	34,007	67.3	16,517	32.7	50,867
Communications (CM)	339	89	241	58	428	58.8	300	41.2	580	79.8	147	20.2	728
Data Processing (DA)	616	280	1,639	633	902	28.1	2,308	71.9	2,255	71.2	913	28.8	3,210
Office Equipment Operation (OE)	129	78	140	66	208	46.5	239	53.5	269	65.1	144	34.9	447
Secretarial, Stenographic, Typing (ST)	118	38	8,918	5,008	157	1.1	13,988	98.9	9,036	64.2	5,046	35.8	14,145
Total	7,697	4,300	38,450	18,467	12,059	17.4	57,338	82.6	46,147	67.0	22,767	33.0	69,397
perational													
Correction (CX)	2,706	1,478	415	114	4,207	88.8	533	11.2	3,121	66.2	1,592	33.8	4,740
Firefighters (FR)	1,240	201	6	2	1,448	99.5	8	0.5	1,246	86.0	203	14.0	1,456
General Labour and Trades (GL)	11,812	3,691	210	42	15,613	98.3	262	1.7	12,022	76.3	3,733	23.7	15,875
General Services (GS)	5,487	2,019	2,641	587	7,553	69.7	3,282	30.3	8,128	75.7	2,606	24.3	10,835
Heat, Power and Stationary Plant Operation (HP)	1,743	428	8	1	2,187	99.6	9	0.4	1,751	80.3	429	19.7	2,196
Hospital Services (HS)	242	486	606	311	748	44.2	943	55.8	848	51.6	797	48.4	1,691
Lightkeepers (LI)	367	37	7	0	404	98.3	7	1.7	374	91.0	37	9.0	411
Printing Operations (PR)	289	475	134	279	765	64.9	414	35.1	423	35.9	754	64.1	1,179
Ship Repair (SR)	2,319	34	8	0	2,360	99.7	8	0.3	2,327	98.6	34	1.4	2,368
Ships' Crews (SC)	1,785	325	43	7	2,116	97.6	51	2.4	1,828	84.6	332	15.4	2,167
Total	27,990	9,174	4,078	1,343	37,401	87.1	5,517	12.9	32,068	75.3	10,517	24.7	42,918
(and total	97,917	33,469	63,241	28,145	131,933	58.9	92,093	41.1	161,158	72.3	61,614	27.7	224,026
Nto: The sums of the figures do not always		4-4-1- h-o	in a m	umbar of a	assa the deep	monte did	l not						

Ne:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category, occupational group and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



## Occupational category and job location

Number and percentage of employees, by occupational category and job location, 1984

	Nation Capita Regio	al	Other		
Occupational category	No.	%	No.	%	Total
Management	2,997	70.0	1,284	30.0	4,281
Scientific and Professional	8,995	39.4	13,848	60.6	22,843
Administrative and Foreign Service	22,712	39.8	34,330	60.2	57,042
Technical	6,611	24.2	20,736	75.8	27,347
Total (Officer Categories)	41,315	37.0	70,198	63.0	111,513
Administrative Support	25,644	37.0	43,753	63.0	69,397
Operational	4,990	11.6	37,928	88.4	42,918
Grand totals	72,089	32.2	151,937	67.8	224,026

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category.



## The Management Category and women, francophones and indigenous people

Number and percentage of women, francophones and indigenous people in the Management Category, by group and level, 1983 and 1984

									Indigeno		
	Men		Women	1	Anglopho	ones	Francopho	ones	people		Tota
Group and level	No.	%	No.	%	No.	%	No.	%	No.	%	employed in categor
EX-5ª	76	98.7	1	1.3	59	76.6	18	23.4	0	0.0	7
EX-4	196	94.2	12	5.8	163	78.3	45	21.6	1	0.5	20
EX-3	474	97.5	12	2.5	378	77.8	108	22.2	2	0.4	48
EX-2	580	94.0	37	6.0	492	79.7	125	20.3	1	0.2	61
EX-1	700	92.6	56	7.4	588	77.8	168	22.2	4	0.5	75
SX (Unconverted)	14	100.0	0	0.0	9	64.2	5	35.7	0	0.0	1
SM	1,600	93.6	109	6.4	1,417	82.9	292	17.1	9	0.5	1,70
Total	3,640	94.1	227	5.9	3,106	80.3	761	19.7	17	0.4	3,86
						1984					
EX-5°	89	100.0	0	0.0	68	76.4	21	23.6	0	0.0	8
EX-4	196	93.3	14	6.7	161	76.7	49	23.3	1	0.5	21
EX-3	498	96.7	17	3.3	408	79.2	107	20.8	3	0.6	51
EX-2	612	93.7	41	6.3	518	79.3	135	20.7	2	0.3	65
EX-1	718	91.5	67	8.5	611	77.8	174	22.2	5	0.6	78
SX (Unconverted)	6	100.0	0	0.0	4	66.7	2	33.3	0	0.0	
SM	1,863	92.1	160	7.9	1,660	82.1	363	17.9	10	0.5	2,02
Total	3,982	93.0	299	7.0	3,430	80.1	851	19,9	21	0.5	4,28



## Language requirements of position, occupational category and language group

Number and percentage of employees, by occupational category, language requirements of position and language group, 1984

Occupational category         Language requirements of position         No.         %         No.         %         Francophones         Total Total           Management         Bilingual         2,452         75.6         790         24.4         3,242         3,242           French         0         0.0         3         100.0         3         3           English or French         119         79.3         31         20.7         150         150           Scientific and Professional         Bilingual         3,819         51.0         3,667         49.0         7,486         7,488         7,427         2,277         2,277         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         1,2775         2,2412         2,2412         2,2412         2,2412         2,2412         2,2412         2,2412 <th></th> <th></th> <th>Angloph</th> <th>ones</th> <th>Francop</th> <th>hones</th> <th>Anglo- phones and</th> <th></th>			Angloph	ones	Francop	hones	Anglo- phones and	
English   761   99.0   8   1.0   769   769   769   French   0   0   0   3   100.0   3   3   3   3   3   3   3   3   3	A		No.	%	No.	%	Franco-	Total
French	Management	Bilingual	2,452	75.6	790	24.4	3,242	3,242
English or French   119   79.3   31   20.7   150   1	1.	English	761	99.0	8	1.0	769	769
Total   3,430   80.1   851   19.9   4,281   4,281   4,281     Scientific and Professional   English   12,532   98.1   243   1.9   12,775		French	0	0.0	3	100.0	3	3
Professional Professional Professional Professional   English   12,532   98.1   243   1.9   12,775		English or French	119	79.3	31	20.7	150	150
Professional         English French         12,532         98.1         243         1.9         12,775         12,775           French         15         1.9         759         98.1         774         774           English or French         649         80.1         161         19.9         810         810           Administrative and Foreign Service         Bilingual         9,203         41.1         13,209         58.9         22,412         22,412           English         28,403         97.8         634         2.2         29,037         29,037           French         17         0.7         2,364         99.3         2,381         2,381           English or French         1,613         78.2         450         21.8         2,063         2,063           Total         39,992         70.3         16,892         29.7         56,884         57,042           Technical         Bilingual         1,835         34.0         3,564         66.0         5,399         5,399           English or French         11,23         78.5         308         21.5         14,31         1,431           French         32         2.7         1,158         97.3 <td>1</td> <td>Total</td> <td>3,430</td> <td>80.1</td> <td>851</td> <td>19.9</td> <td>4,281</td> <td>4,281</td>	1	Total	3,430	80.1	851	19.9	4,281	4,281
Figure   F	Scientific and	Bilingual	3,819	51.0	3,667	49.0	7,486	7,486
English or French   649   80.1   161   19.9   810   810   107tal   17,750   78.3   4,928   21.7   22,678   22,843   22,412   22,412   22,412   23,413   23,414   23,415   24	Professional	English	12,532	98.1	243	1.9	12,775	12,775
Protal   17,750   78.3   4,928   21.7   22,678   22,843		French	15	1.9	759	98.1	774	774
Administrative and Foreign Service   English   28,403   97.8   634   2.2   29,037   29,037   29,037   French   17   0.7   2,364   99.3   2,381   2,381   English or French   1,613   78.2   450   21.8   2,063   2,063   7041   20,000   20		English or French	649	. 80.1	161	19.9	810	810
Reglish   28,403   97.8   634   2.2   29,037   29,037   French   17   0.7   2,364   99.3   2,381   2,381   2,381   English or French   1,613   78.2   450   21.8   2,063   2,063   2,063   70tal   39,992   70.3   16,892   29.7   56,884   57,042   70tal		Total	17,750	78.3	4,928	21.7	22,678	22,843
Foreign Service   English   23,403   71,8   634   2,2   2,303   2,381   2,38	Administrative	Bilingual	9,203	41.1	13,209	58.9	22,412	22,412
French	1	English	28,403	97.8	634	2.2	29,037	29,037
Total         39,992         70.3         16,892         29.7         56,884         57,042           Technical         Bilingual         1,835         34.0         3,564         66.0         5,399         5,399           English         18,249         97.3         502         2.7         18,751         18,751           French         32         2.7         1,158         97.3         1,190         1,190           English or French         1,123         78.5         308         21.5         1,431         1,431           Total         21,635         79.4         5,608         20.6         27,243         27,347           Administrative         Bilingual         5,313         28.4         13,384         71.6         18,697         18,697           English         35,913         95.7         1,595         4.3         37,508         37,508           French         63         1.1         5,626         98.9         5,689         5,689           English or French         2,796         66.3         1,423         33.7         4,219         4,219           Operational         Bilingual         696         25.0         2,093         75.0	Foreign Service	French	17	0.7	2,364	99.3	2,381	2,381
Technical         Bilingual         1,835         34.0         3,564         66.0         5,399         5,399           English         18,249         97.3         502         2.7         18,751         18,751           French         32         2.7         1,158         97.3         1,190         1,190           English or French         1,123         78.5         308         21.5         1,431         1,431           Total         21,635         79.4         5,608         20.6         27,243         27,347           Administrative         Bilingual         5,313         28.4         13,384         71.6         18,697         18,697           English         35,913         95.7         1,595         4.3         37,508         37,508           French         63         1.1         5,626         98.9         5,689         5,689           English or French         2,796         66.3         1,423         33.7         4,219         4,219           Total         46,147         67.0         22,767         33.0         68,914         69,397           Operational         Bilingual         696         25.0         2,093         75.0		English or French	1,613	78.2	450	21.8	2,063	2,063
English   18,249   97.3   502   2.7   18,751   18,751   French   32   2.7   1,158   97.3   1,190   1		Total	39,992	70.3	16,892	29.7	56,884	57,042
French   32   2.7   1,158   97.3   1,190   1,190     English or French   1,123   78.5   308   21.5   1,431   1,431     Total   21,635   79.4   5,608   20.6   27,243   27,347     Administrative Support   English   35,913   95.7   1,595   4.3   37,508   37,508     French   63   1.1   5,626   98.9   5,689   5,689     English or French   2,796   66.3   1,423   33.7   4,219   4,219     Total   46,147   67.0   22,767   33.0   68,914   69,397     Operational   Bilingual   696   25.0   2,093   75.0   2,789     English   28,147   97.9   602   2.1   28,749     French   167   2.9   5,678   97.1   5,845   5,845     English or French   1,857   49.9   1,866   50.1   3,723   3,723     Total   32,068   75.3   10,517   24.7   42,585   42,918     All Categories   Bilingual   23,377   38.9   36,758   61.1   60,135     English   124,045   97.2   3,584   2.8   127,629     French   294   1.9   15,588   98.1   15,882     English or French   294   1.9   15,588   98.1   15,882     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   294   1.9   15,588   34.2   12,398   12,398     English or French   294   1.9   15,588   34.2   12,398   12,398     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   294   1.9   15,588   34.2   12,398     English or French   294   1.9   15,588     English or French   294   1.9   15,588     Eng	Technical	Bilingual	1,835	34.0	3,564	66.0	5,399	5,399
English or French   1,123   78.5   308   21.5   1,431   1,441   1,44		English	18,249	97.3	502	2.7	18,751	18,751
Total   21,635   79.4   5,608   20.6   27,243   27,347     Administrative Support   Bilingual   5,313   28.4   13,384   71.6   18,697   18,697     English   35,913   95.7   1,595   4.3   37,508   37,508     French   63   1.1   5,626   98.9   5,689   5,689     English or French   2,796   66.3   1,423   33.7   4,219   4,219     Total   46,147   67.0   22,767   33.0   68,914   69,397     Operational   Bilingual   696   25.0   2,093   75.0   2,789   2,789     English   28,147   97.9   602   2.1   28,749     French   167   2.9   5,678   97.1   5,845     English or French   1,857   49.9   1,866   50.1   3,723   3,723     Total   32,068   75.3   10,517   24.7   42,585   42,918     All Categories   Bilingual   23,377   38.9   36,758   61.1   60,135   60,135     English   24,045   97.2   3,584   2.8   127,629   127,629     French   294   1.9   15,588   98.1   15,882     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   8,159   65.8   4,239   34.2   12,398   12,398     Companies   23,378   23,384   24,388   24,388     English or French   294   1.9   15,588   98.1   15,882     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   294   1.9   15,588   34.2   12,398     English or French   8,159   65.8   4,239   34.2   12,398     English or French   8,159   65.8   4,239   34.2   12,398     English or French   2,398   2,398     English or French   2,39		French	32	2.7	1,158	97.3	1,190	1,190
Administrative Support         Bilingual English         5,313         28.4         13,384         71.6         18,697         18,697           English         35,913         95.7         1,595         4.3         37,508         37,508           French         63         1.1         5,626         98.9         5,689         5,689           English or French         2,796         66.3         1,423         33.7         4,219         4,219           Total         46,147         67.0         22,767         33.0         68,914         69,397           Operational         Bilingual         696         25.0         2,093         75.0         2,789         2,789           English         28,147         97.9         602         2.1         28,749         28,749           French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Billingual         23,377         38.9         36,758		English or French	1,123	78.5	308	21.5	1,431	1,431
Support         English         35,913         95.7         1,595         4.3         37,508         37,508           French         63         1.1         5,626         98.9         5,689         5,689           English or French         2,796         66.3         1,423         33.7         4,219         4,219           Total         46,147         67.0         22,767         33.0         68,914         69,397           Operational         Bilingual         696         25.0         2,093         75.0         2,789         2,789           English         28,147         97.9         602         2.1         28,749         28,749           French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1 <td< td=""><td>1</td><td>Total</td><td>21,635</td><td>79.4</td><td>5,608</td><td>20.6</td><td>27,243</td><td>27,347</td></td<>	1	Total	21,635	79.4	5,608	20.6	27,243	27,347
French   63   1.1   5,626   98.9   5,689   5,689     English or French   2,796   66.3   1,423   33.7   4,219   4,219     Total   46,147   67.0   22,767   33.0   68,914   69,397     Operational   Bilingual   696   25.0   2,093   75.0   2,789   2,789     English   28,147   97.9   602   2.1   28,749     French   167   2.9   5,678   97.1   5,845   5,845     English or French   1,857   49.9   1,866   50.1   3,723   3,723     Total   32,068   75.3   10,517   24.7   42,585   42,918     All Categories   Bilingual   23,377   38.9   36,758   61.1   60,135   60,135     English or French   294   1.9   15,588   98.1   15,882     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   8,159   65.8   4,239   34.2   12,398   12,398	Administrative	Bilingual	5,313	28.4	13,384	71.6	18,697	18,697
English or French   2,796   66.3   1,423   33.7   4,219   4,219     Total   46,147   67.0   22,767   33.0   68,914   69,397     Operational   Bilingual   696   25.0   2,093   75.0   2,789   2,789     English   28,147   97.9   602   2.1   28,749   28,749     French   167   2.9   5,678   97.1   5,845   5,845     English or French   1,857   49.9   1,866   50.1   3,723   3,723     Total   32,068   75.3   10,517   24.7   42,585   42,918     All Categories   Bilingual   23,377   38.9   36,758   61.1   60,135     English   124,045   97.2   3,584   2.8   127,629     French   294   1.9   15,588   98.1   15,882     English or French   8,159   65.8   4,239   34.2   12,398   12,398     English or French   8,159   65.8   4,239   34.2   12,398   12,398	Support	English	35,913	95.7	1,595	4.3	37,508	37,508
Total         46,147         67.0         22,767         33.0         68,914         69,397           Operational         Bilingual         696         25.0         2,093         75.0         2,789         2,789           English         28,147         97.9         602         2.1         28,749         28,749           French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		French	63	1.1	5,626	98.9	5,689	5,689
Operational         Bilingual         696         25.0         2,093         75.0         2,789         2,789           English         28,147         97.9         602         2.1         28,749         28,749           French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		English or French	2,796	66.3	1,423	33.7	4,219	4,219
English         28,147         97.9         602         2.1         28,749         28,749           French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		Total	46,147	67.0	22,767	33.0	68,914	69,397
French         167         2.9         5,678         97.1         5,845         5,845           English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398	Operational	Bilingual	696	25.0	2,093	75.0	2,789	2,789
English or French         1,857         49.9         1,866         50.1         3,723         3,723           Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398	·	English	28,147	97.9	602	2.1	28,749	28,749
Total         32,068         75.3         10,517         24.7         42,585         42,918           All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		French	167	2.9	5,678	97.1	5,845	5,845
All Categories         Bilingual         23,377         38.9         36,758         61.1         60,135         60,135           English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		English or French	1,857	49.9	1,866	50.1	3,723	3,723
English         124,045         97.2         3,584         2.8         127,629         127,629           French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398		Total	32,068	75.3	10,517	24.7	42,585	42,918
French         294         1.9         15,588         98.1         15,882         15,882           English or French         8,159         65.8         4,239         34.2         12,398         12,398	All Categories	Bilingual	23,377	38.9	36,758	61.1	60,135	60,135
English or French 8,159 65.8 4,239 34.2 12,398 12,398		English	124,045	97.2	3,584	2.8	127,629	127,629
		French	294	1.9	15,588	98.1	15,882	15,882
Grand total 161,158 72.3 61,614 27.7 222,772 224,026		English or French	8,159	65.8	4,239	34.2	12,398	12,398
		Grand total	161,158	72.3	61,614	27.7	222,772	224,026

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category, language requirements of position and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



The Management Category, sex and language group
Number and percentage of employees in the Management Category, by department, sex and language group,
1984

	M	en	Wor	men	Me	n	Won	nen	Anglop	hones	Francop	hones	
		Franco-		Franco-									
Department	phones		phones		No.	%	No.	%	No.	%	No.	%	Total
Agriculture	186	27	4	2	213	97.3	6	2.7	190	86.8	29	13.2	219
Canada Labour Relations Board	6		0	0	7	100.0	0	0.0	6	85.7	1	14.3	7
Canadian Aviation Safety Board	2		0	0	2	100.0	0	0.0	2	100.0	0	0.0	2
Canadian Grain Commission	6	0	0	0	6	100.0	0	0.0	6	100.0	0	0.0	6
Canadian Human Rights Commission	2	1	1	0	3	75.0	1	25.0	. 3	75.0	1	25.0	4
Canadian International Development Agency	63	37	4	3	100	93.5	7	6.5	67	62.6	40	37.4	107
Canadian Pension Commission	2	1	1	0	3	75.0	1	25.0	3	75.0	1	25.0	4
Canadian Radio-television and Telecommunications Commission	19	9	1	0									
	37				28	96.6	1	3.4	20	69.0	9	31.0	29
Canadian Transport Commission		5	0	0	42	100.0	0	0.0	37	88.1	5	11.9	42
Communications	65 59	28	8	2	93	90.3	10	9.7	73	70.9	30	29.1	103
Consumer and Corporate Affairs Correctional Service of Canada	51	15 19	5	4	74	89.2	9	10.8	64	77.1	19	22.9	83
Employment and Immigration	138	60	17	3	70	93.3	5	6.7	54	72.0	21	28.0	75
Energy, Mines and Resources	165	15			198	90.8	20	9.2	155	71.1	63	28.9	218
Environment	209	33	7 8	2	180	96.3	7	3.7	172	92.0	15	8.0	187
External Affairs	141	33	4	2	174	96.0	10	4.0	217	86.1	35	13.9	252
Federal Court	141	0	0	0	1/4	100.0	6	0.0	145	80.6	35	19.4	180
Federal-Provincial Relations	1		0	U	1	100.0	0	0.0	1	100.0	0	0.0	1
Office	12	8	4	1	20	80.0	5	20.0	16	64.0	9	36.0	25
Finance	71	12	5	0	83	94.3	5	5.7	76	86.4	12	13.6	88
Fisheries and Oceans	120	17	2	1	137	97.9	3	2.1	122	87.1	18	12.9	140
Foreign Investment Review													
Agency	14	1	1	0	15	93.8	1	6.3	15	93.8	1	6.3	16
Immigration Appeal Board Indian Affairs and Northern	1	0	1	0	1	50.0	1	50.0	2.	100.0	0	0.0	2
Development	129	25	10	3	154	92.2	13	7.8	139	83.2	28	16.8	167
Insurance	9	0	0	0	9	100.0	0	0.0	9	100.0	0	0.0	9
International Joint Commission	3	0	0	0	3	100.0	0	0.0	3	100.0	0	0.0	3
Justice	9	6	0	2	15	88.2	2	11.8	9	52.9	8	47.1	17
Labour	25	9	7	0	34	82.9	7	17.1	32	78.0	9	22.0	41
National Defence (civilian)	125	17	1	0	142	99.3	1	0.7	126	88.1	17	11.9	143
National Energy Board	23	0	0	0	23	100.0	0	0.0	23	100.0	0	0.0	23
National Health and Welfare	112	20	15	5	132	86.8	20	13.2	127	83.6	25	16.4	152
National Library of Canada	4	0	4	1	4	44.4	5	55.6	8	88.9	1	11.1	9
National Museums of Canada	21	4	2	0	25	92.6	2	7.4	23	85.2	4	14.8	27
National Parole Board	6	1	0	1	7	87.5	1	12.5	6	75.0	2	25.0	8
National Revenue (Customs and						0.110		12.0		75.0		25.0	
Excise)	87	18	4	1	105	95.5	5	4.5	91	82.7	19	17.3	110
National Revenue (Taxation)	87	27	5	0	114	95.8	5	4.2	92	77.3	27	22.7	119
Office of the Chief Electoral													
Officer	0	3	0	0	3	100.0	0	0.0	0	0.0	3	100.0	3
Office of the Commissioner for Federal Judicial Affairs	0	1	0	0	1	100.0	0	0.0	0	0.0		100.0	
Office of the Commissioner of		1		0	1	100.0	0	0.0	0	0.0	1	100.0	1
Official Languages	3	10	1	2	13	81.3	3	18.8	4	25.0	12	75.0	16
Office of the Coordinator, Status of Women	0	0	1	0	0	0.0	1	100.0	1	100.0	0		1
Office of the Secretary to the		3	1	0	0	0.0	1	100.0	1	100.0	0	0.0	
Governor General	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	2
Offices of the Information and Privacy Commissioners	3	0	0	0	2	100.0		0.0		100			
Privy Council Office	33	8	20	0	41	100.0	0	0.0	3	100.0	0	0.0	3
, Country Office	33	0	20		41	65.1	22	34.9	53	84.1	10	15.9	63

	Me	n	Wor	nen	Me	n	Wom	en	Angloph	nones	Francop	hones	
Department	Anglo- phones	Franco- phones		Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Public Archives of Canada	13	4	1	0	17	94.4	1	5.6	14	77.8	4	22.2	18
Public Service Commission	34	25	9	8	59	77.6	17	22.4	43	56.6	33	43.4	76
Public Service Staff Relations Board	7	4	0	0	11	100.0	0	0.0	7	63.6	4	36.4	11
Public Works	108	25	2	0	133	98.5	2	1.5	110	81.5	25	18.5	135
Regional Industrial Expansion	221	63	13	4	284	94.4	17	5.6	234	77.7	67	22.3	301
Royal Canadian Mounted Police (Public Service employees)	0	1	0	0	1	100.0	0	0.0	0	0.0	1	100.0	1
Science and Technology	17	3	3	0	20	87.0	3	13.0	20	87.0	3	13.0	23
Secretary of State of Canada	28	26	5	3	54	87.1	8	12.9	33	53.2	29	46.8	62
Solicitor General	21	3	2	0	24	92.3	2	7.7	23	88.5	3	11.5	26
Statistics Canada	60	16	6	2	76	90.5	8	9.5	66	78.6	18	21.4	84
Supply and Services	195	45	4	2	240	97.6	. 6	2.4	199	80.9	47	19.1	246
Tariff Board	1	1	0	0	2	100.0	0	0.0	1	50.0	1	50.0	2
Transport	237	49	9	2	286	96.3	11	3.7	246	82.8	51	17.2	297
Treasury Board (Office of the													
Comptroller General)	62	6	3	2	68	93.2	5	6.8	65	89.0	8	11.0	73
Treasury Board (Secretariat)	119	32	23	8	151	83.0	31	17.0	142	78.0	40	22.0	182
Veterans Affairs	28	6	2	1	34	91.9	3	8.1	30	81.1	7	18.9	37
Total	3,202	780	228	71	3,982	93.0	299	7.0	3,430	80.1	851	19.9	4,281



The Scientific and Professional Category, sex and language group
Number and percentage of employees in the Scientific and Professional Category, by department, sex and language group, 1984

	Me	n	Won	nen	Me	n	Worr	nen	Anglop	hones	Francop	hones	
	Anglo-		Anglo-										
Department	phones	phones		phones	No.	%	No.	%	No.	%	No.	%	Tota
Agriculture	1,597	356	198	81	1,961	87.4	283	12.6	1,795	80.4	437	19.6	2,24
Bureau of Pensions Advocates	25	7	7	3	32	76.2	10	23.8	32	76.2	10	23.8	4:
Canada Labour Relations Board	1	1	1	0	2	66.7	1	33.3	2	66.7	1	33.3	
Canadian Aviation Safety Board	7	0	0	2	7	77.8	2	22.2	7	77.8	2	22.2	
Canadian Grain Commission	21	0	5	0	25	80.6	6	19.4	26	100.0	0	0.0	3:
Canadian Human Rights Commission	3	1	2	0	4	66.7	2	33.3	5	83.3	1	16.7	
Canadian International													
Development Agency	35	26	3	2	62	92.5	5	7.5	38	57.6	28	42.4	67
Canadian Pension Commission	30	3	5	0	34	87.2	5	12.8	35	92.1	3	7.9	39
Canadian Radio-television and	20	~			2.5	05.4					_		
Telecommunications Commission	28	7	6	0	35	85.4	6	14.6	34	82.9	7	17.1	4:
Canadian Transport Commission	112 275	30	12	10	142	86.6	22	13.4	124	75.6	40	24.4	164
Communications		67	15	3	342	95.0	18	5.0	290	80.6	70	19.4	360
Consumer and Corporate Affairs	163	36	29	11	199	83.3	40	16.7	192	80.3	47	19.7	239
Correctional Service of Canada	275	125	268	74	401	53.7	346	46.3	543	73.2	199	26.8	747
Employment and Immigration	117	46	37	14	164	75.9	52	24.1	154	72.0	60	28.0	216
Energy, Mines and Resources	1,074	155	136	29	1,231	88.2	165	11.8	1,210	86.8	184	13.2	1,396
Environment	1,779	390	166	63	2,171	90.4	230	9.6	1,945	81.1	453	18.9	2,401
External Affairs	33	6	18	1	41	68.3	19	31.7	51	87.9	7	12.1	60
Federal-Provincial Relations Office	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
Finance	157	38	35	10	195	80.9	46	19.1	192	80.0	48	20.0	241
Fisheries and Oceans	855	91	92	14	948	89.8	108	10.2	947	90.0	105	10.0	1.056
Foreign Investment Review	000	- 71	72	17	240	07.0	100	10.2	741	90.0	103	10.0	1,050
Agency	. 5	0	1	0	5	83.3	1	16.7	6	100.0	0	0.0	6
Immigration Appeal Board	0	2	1	0	2	66.7	1	33.3	1	33.3	2	66.7	3
Indian Affairs and Northern						0011		5515		33.3	4	00.7	3
Development	834	74	671	56	926	55.0	757	45.0	1,505	92.0	130	8.0	1,683
Insurance	10	10	0	0	20	100.0	. 0	0.0	10	50.0	10	50.0	20
International Joint Commission	4	0	1	0	9	81.8	2	18.2	5	100.0	0	0.0	11
Justice	357	128	147	43	486	71.7	192	28.3	504	74.7	171	25.3	678
Labour	34	6	4	3	40	85.1	7	14.9	38	80.9	9	19.1	47
Law Reform Commission of Canada	0	1	1	0	1	50.0	1	50.0	1	50.0	1	50.0	2
Ministry of State for Economic					1	. 50.0	1	30.0	1	30.0	1	30.0	
Development	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	2
National Defence (civilian)	1,048	356	210	124	1,409	80.7	337	19.3	1,258	72.4	480	27.6	1,746
National Energy Board	98	14	15	3	114	86.4	18	13.6	113	86.9	17	13.1	132
National Health and Welfare	723	166	930	135	898	44.9	1,102	55.1	1,653	84.6	301	15.4	2,000
National Library of Canada	47	18	102	23	65	34.2	125	65.8	1,033	78.4	41	21.6	190
National Museums of Canada	56	8	32	4	64	64.0	36	36.0	88	88.0	12	12.0	100
National Parole Board	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	100
National Revenue (Customs and			1	0	0	0.0	1	100.0	1	100.0	U	0.0	1
Excise)	412	112	46	13	525	89.9	59	10.1	458	78.6	125	21.4	584
National Revenue (Taxation)	1,621	514	159	33	2,135	91.7	192	8.3	1,780	76.5	547	23.5	2,327
Office of the Chief Electoral Officer	0	0	0	1	0	0.0							
Office of the Commissioner for	0	0	0	1	0	0.0	1	100.0	0	0.0	1	100.0	!
Federal Judicial Affairs	1	1	1	2	2	40.0	3	60.0	2	40.0	3	60.0	5
Office of the Commissioner of													
Official Languages	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	1
Office of the Coordinator, Status of Women	0	0	2	2	0	0.0	4	100.0	_	50.0		50.0	
Offices of the Information and		0			0	0.0	4	100.0	2	50.0	2	50.0	- 4
Privacy Commissioners	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	2

## Table 16—Continued

	Me	n	Wom	ien	Me	n	Wome	en	Angloph	nones	Francopl	nones	
Department	Anglo- phones	Franco- phones	Anglo- phones		No.	%	No.	%	No.	%	No.	%	Total
Privy Council Office	_ 2	0	1	0	2	66.7	1	33.3	3	100.0	0	0.0	3
ublic Archives of Canada	55	20	30	6	75	67.6	36	32.4	85	76.6	26	23.4	111
bublic Service Commission	82	218	86	301	300	43.7	387	56.3	168	24.5	519	75.5	687
Public Service Staff Relations Board	3	0	11	2	3	50.0	3	50.0	4	66.7	2	33.3	6
'ublic Works	494	106	24	9	602	94.8	33	5.2	518	81.8	115	18.2	635
Regional Industrial Expansion	53	25	17	5	78	78.0	22	22.0	70	70.0	30	30.0	100
Restrictive Trade Practices Commission	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
toyal Canadian Mounted Police Public Service employees)	13	3	12	2	16	53.3	14	46.7	25	83.3	5	16.7	30
cience and Technology	3	0	0	0	3	100.0	0	0.0	3	100.0	0	0.0	3
ecretary of State of Canada	9	10	6	8	19	57.6	14	42.4	15	45.5	18	54.5	33
olicitor General	18	2	12	1	20	60.6	13	39.4	30	90.9	3	9.1	33
tatistics Canada	438	152	144	56	591	74.7	200	25.3	582	73.7	208	26.3	791
supply and Services	138	55	17	5	193	89.8	22	10.2	155	72.1	60	27.9	215
upreme Court	1	3	3	1	4	50.0	4	50.0	4	50.0	4	50.0	8
ariff Board	8	1	0	0	. 9	100.0	0	0.0	8	88.9	1	11.1	9
ransport	634	138	54	30	776	90.2	84	9.8	688	80.4	168	19.6	860
reasury Board (Office of the omptroller General)	3	1	0	0	4	100.0	0	0.0	3	75.0	1	25.0	4
reasury Board (Secretariat)	31	3	1	1	34	94.4	2	5.6	32	88.9	4	11.1	36
eterans Affairs	57	41	96	169	100	27.1	269	72.9	153	42.1	210	57.9	369
ar Veterans Allowance Board	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
otal	13,886	3,573	3,864	1,355	17,533	76.8	5,310	23.2	17,750	78.3	4,928	21.7	22,843

ote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



# The Administrative and Foreign Service Category, sex and language group Number and percentage of employees in the Administrative and Foreign Service Category, by department, sex and language group, 1984

	Me	en	Won	nen	Mei	n .	Wom	nen .	Anglop	hones	Francop	hones	
Department	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	То
Agriculture	484	146	206	67	631	69.8	273	30.2	690	76.4	213	23.6	9
Bureau of Pensions Advocates	5	3	12	3	8	34.8	15	65.2	17	73.9	6	26.1	
Canada Labour Relations Board	9	5	3	10	14	51.9	13	48.1	12	44.4	15	55.6	
Canadian Aviation Safety Board	4	0	7	1	4	33.3	8	66.7	11	91.7	1	8.3	
Canadian Grain Commission	20	3	7	0	25	78.1	7	21.9	27	90.0	3	10.0	
Canadian Human Rights Commission	25	12	34	14	37	43.5	48	56.5	59	69.4	26	30.6	
Canadian Intergovernmental Conference Secretariat	2	3	1	4	5	50.0	5	50.0	3	30.0	7	70.0	
Canadian International Development Agency	197	168	92	105	366	65.0	197	35.0	289	51.4	273	48.6	5
Canadian Pension Commission	33	8	20	3	41	64.1	23	35.9	53	82.8	11	17.2	
Canadian Radio-television and Telecommunications Commission	73	57	31	46	133	63.0	78	37.0	104	50.2	103	49.8	2
Canadian Transport Commission	102	48	55	28	150	64.4	83	35.6	157	67.4	76	32.6	2
Communications	195	88	124	83	284	57.8	207	42.2	319	65.1	171	34.9	4
Consumer and Corporate Affairs	280	146	125	106	426	64.8	231	35.2	405	61.6	252	38.4	6
Correctional Service of Canada	1,021	447	323	180	1,470	74.5	503	25.5	1,344	68.2	627	31.8	1,9
Employment and Immigration	4,645	2,445	3,627	1,441	7,104	58.3	5,077	41.7	8,272	68.0	3,886	32.0	12,1
Energy, Mines and Resources	395	131	236	93	527	61.4	331	38.6	631	73.8	224	26.2	8
Environment	739	259	355	167	1,000	65.7	523	34.3	1,094	72.0	426	28.0	1,5
External Affairs	1,176	401	264	88	1,581	81.7	354	18.3	1,440	74.7	489	25.3	1,9
Federal Court	23	13	14	13	36	57.1	27	42.9	37	58.7	26	41.3	
Federal-Provincial Relations Office	4	3	3	2	7	58.3	5	41.7	7	58.3	5	41.7	
Finance Fisheries and Oceans	83 457	136	179	42	117 594	52.5	106	47.5	146	66.1	75	33.9	2
Foreign Investment Review	437	130	1/9	61	394	71.2	240	28.8	636	76.4	197	23.6	8
Agency	31	9	12	4	40	71.4	16	28.6	43	76.8	13	23.2	
Immigration Appeal Board	6	4	5	0	10	66.7	5	33.3	11	73.3	4	26.7	
Indian Affairs and Northern Development	833	200	527	114	1,054	61.6	658	38.4	1,360	81.2	314	18.8	1,7
Insurance	75	19	22	10	95	74.8	32	25.2	97	77.0	29	23.0	1
International Joint Commission	1	0	2	0	3	60.0	2	40.0	3	100.0	0	0.0	
Justice	29	29	32	27	58	49.6	59	50.4	61	52.1	56	47.9	1
Labour	175	67	84	24	242	69.1	108	30.9	259	74.0	91	26.0	3
Law Reform Commission of Canada	1	1	2	2	2	33.3	4	66.7	3	50.0	3	50.0	
Ministry of State for Economic Development	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	
National Defence (civilian)	1,225	287	314	120	1,513	77.6	436	22.4	1,539	79.1	407	20.9	1,9
National Energy Board	69	13	29	6	82	69.5	36	30.5	98	83.8	19	16.2	1
National Health and Welfare	645	233	601	240	885	50.9	852	49.1	1,246	72.5	473	27.5	1,7
National Library of Canada	19	9	17	10	28	50.9	27	49.1	36	65.5	19	34.5	
National Museums of Canada	59	42	84	36	101	45.7	120	54.3	143	64.7	78	35.3	2
National Parole Board	31	14	24	19	45	51.1	43	48.9	55	62.5	33	37.5	
National Revenue (Customs and Excise)	3,231	1,225	1,228	306	4,456	74.4	1,535	25.6	4,459	74.4	1,531	25.6	5,9
National Revenue (Taxation) Office of the Chief Electoral Officer	3,271	1,075	1,942	562	4,350	63.5	2,505	36.5	5,213	76.1	1,637	23.9	6,8
Office of the Commissioner for Federal Judicial Affairs	0	2	0	2	2	50.0	6	33.3	0	0.0	3	100.0	
Office of the Commissioner of Official Languages	9	31	11	22	40	54.8	33	45.2	20	27.4	53	72.6	
				22	70	J 7.0	33	70.2	20	27.7	33	72.0	

Table 17—Continued

Department	Total
of Women         0         0         8         9         0         0.0         17         100.0         8         47.1         9         52.9           Office of the Secretary to the Governor General         0         4         1         6         5         35.7         9         64.3         1         9.1         10         90.9           Offices of the Information and Privacy Commissioners         12         5         2         1         17         85.0         3         15.0         14         70.0         6         30.0           Pension Review Board         0         1         0         1         1         50.0         1         50.0         0         0.0         2         100.0           Privy Council Office         21         17         24         13         38         50.7         37         49.3         45         60.0         30         40.0           Public Archives of Canada         72         33         27         21         105         68.6         48         31.4         99         64.7         54         35.3           Public Service Staff Relations         30ard         5         8         7         7         13         4	17
Description of the Secretary to the Governor General	17
Description   Description	
Offices of the Information and Privacy Commissioners         12         5         2         1         17         85.0         3         15.0         14         70.0         6         30.0           Pension Review Board         0         1         0         1         1         50.0         1         50.0         0         0.0         2         100.0           Privy Council Office         21         17         24         13         38         50.7         37         49.3         45         60.0         30         40.0           Public Archives of Canada         72         33         27         21         105         68.6         48         31.4         99         64.7         54         35.3           Public Service Commission         246         208         196         201         455         53.4         397         46.6         442         51.9         409         48.1           Public Service Staff Relations         3         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405	14
Privacy Commissioners         12         5         2         1         17         85.0         3         15.0         14         70.0         6         30.0           Pension Review Board         0         1         0         1         50.0         1         50.0         0         0.0         2         100.0           Privy Council Office         21         17         24         13         38         50.7         37         49.3         45         60.0         30         40.0           Public Archives of Canada         72         33         27         21         105         68.6         48         31.4         99         64.7         54         35.3           Public Service Commission         246         208         196         201         455         53.4         397         46.6         442         51.9         409         48.1           Public Service Staff Relations         3         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158	14
Privy Council Office         21         17         24         13         38         50.7         37         49.3         45         60.0         30         40.0           Public Archives of Canada         72         33         27         21         105         68.6         48         31.4         99         64.7         54         35.3           Public Service Commission         246         208         196         201         455         53.4         397         46.6         442         51.9         409         48.1           Public Service Staff Relations         30ard         5         8         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           Eestrictive Trade Practices         20mmission         1         1         0	20
Public Archives of Canada         72         33         27         21         105         68.6         48         31.4         99         64.7         54         35.3           Public Service Commission         246         208         196         201         455         53.4         397         46.6         442         51.9         409         48.1           Public Service Staff Relations         30ard         5         8         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           Eestrictive Trade Practices         20         3         2         40.0         3         60.0         1         20.0         4         80.0           toyal Canadian Mounted Police         4         80.0         3         4         40.0         3	2
Public Service Commission         246         208         196         201         455         53.4         397         46.6         442         51.9         409         48.1           Public Service Staff Relations         30ard         5         8         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           Lestrictive Trade Practices           Dommission         1         1         0         3         2         40.0         3         60.0         1         20.0         4         80.0           toyal Canadian Mounted Police         4         0         3         2         40.0         3         60.0         1         20.0         4         80.0	75
Public Service Staff Relations         30 ard         5         8         7         7         13         48.1         14         51.9         12         44.4         15         55.6           Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           testrictive Trade Practices           Dommission         1         1         0         3         2         40.0         3         60.0         1         20.0         4         80.0           koyal Canadian Mounted Police         4         0         3         2         40.0         3         60.0         1         20.0         4         80.0	153
Board         5         8         7         7         13         48.1         14         51.9         12         44.4         15         55.6           'ublic Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           testrictive Trade Practices           Dommission         1         1         0         3         2         40.0         3         60.0         1         20.0         4         80.0           koyal Canadian Mounted Police         5         4         0         3         2         40.0         3         60.0         1         20.0         4         80.0	852
Public Works         845         270         313         92         1,117         73.4         405         26.6         1,158         76.2         362         23.8           Legional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           Restrictive Trade Practices           Commission         1         1         0         3         2         40.0         3         60.0         1         20.0         4         80.0           Royal Canadian Mounted Police	27
Regional Industrial Expansion         782         266         240         132         1,051         73.7         375         26.3         1,022         72.0         398         28.0           Restrictive Trade Practices           Commission         1         1         0         3         2         40.0         3         60.0         1         20.0         4         80.0           toyal Canadian Mounted Police	1,522
Restrictive Trade Practices         2000         3         2         40.0         3         60.0         1         20.0         4         80.0           Loyal Canadian Mounted Police         4         80.0	1,426
	5
	258
cience and Technology 6 1 4 5 7 43.8 9 56.3 10 62.5 6 37.5	16
ecretary of State of Canada 254 633 327 715 887 46.0 1,043 54.0 581 30.1 1,348 69.9	1,930
olicitor General 45 9 36 16 57 51.8 53 48.2 81 76.4 25 23.6	110
tatistics Canada 335 165 178 103 502 64.0 282 36.0 513 65.7 268 34.3	784
Jupply and Services 1,677 647 747 378 2,330 67.4 1,127 32.6 2,424 70.3 1,025 29.7	3,457
upreme Court 2 2 1 3 4 50.0 4 50.0 3 37.5 5 62.5	8
ariff Board 1 0 0 0 1 100.0 0 0.0 1 100.0 0 0.0	1
ax Court of Canada         2         6         2         1         8         72.7         3         27.3         4         36.4         7         63.6	11
ransport 1,340 432 612 221 1,779 68.0 836 32.0 1,952 74.9 653 25.1	2,615
reasury Board (Office of the omptroller General)         21         7         14         8         28         56.0         22         44.0         35         70.0         15         30.0	50
reasury Board (Secretariat) 152 66 96 44 218 60.9 140 39.1 248 69.3 110 30.7	358
eterans Affairs 421 113 248 54 535 63.9 302 36.1 669 80.0 167 20.0	837
eterans' Land Administration 48 9 13 1 58 80.6 14 19.4 61 85.9 10 14.1	72
Var Veterans Allowance Board 7 1 6 3 8 47.1 9 52.9 13 76.5 4 23.5	17
otal 26,076 10,749 13,916 6,143 36,921 64.7 20,121 35.3 39,992 70.3 16,892 29.7	57,042

ote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



The Technical Category, sex and language group
Number and percentage of employees in the Technical Category, by department, sex and language group, 1984

	M	en	Wor	nen	Me	n	Won	nen	Anglop	hones	Francop	hones	
	Anglo-	Franco-	Anglo-	Franco-									
Department	phones		phones	_	No.	%	No.	%	No.	%	No.	%	Tot
Agriculture	2,059	699	455	99	2,773	83.3	555	16.7	2,514	75.9	798	24.1	3,32
Canadian Aviation Safety Board	46	12	3	1	58	93.5	4	6.5	49	79.0	13	21.0	(
Canadian Grain Commission	306	19	54	1	333	84.5	61	15.5	360	94.7	20	5.3	39
Canadian Human Rights Commission	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	
Canadian International Development Agency	3	7	2	7	10	52.6	9	47.4	5	26.3	14	73.7	1
Canadian Radio-television and Telecommunications Commission	3	4	1	2	7	70.0	3	30.0	4	40.0	6	60.0	1
Canadian Transport Commission	73	13	12	2	86	86.0	14	14.0	85	85.0	15	15.0	10
Communications	450	123	25	5	573	95.0	30	5.0	475	78.8	128	21.2	60
Consumer and Corporate Affairs	371	143	33	12	514	91.9	45	8.1	404	72.3	155	27.7	55
Correctional Service of Canada	42	24	10	4	66	81.5	15	18.5	52	65.0	28	35.0	8
Employment and Immigration	27	20	18	9	47	63.5	27	36.5	45	60.8	29	39.2	1
Energy, Mines and Resources	683	219	132	24	904	85.3	156	14.7	815	77.0	243	23.0	1,00
Environment	2,098	409	293	65	2,509	87.5	359	12.5	2,391	83.5	474	16.5	2,86
External Affairs	105	14	21	8	119	80.4	29	19.6	126	85.1	22	14.9	14
Federal Court	2	1	3	1	3	42.9	4	57.1	5	71.4	2	28.6	
Finance	18	11	13	2	29	64.4	16	35.6	31	70.5	13	29.5	4
Fisheries and Oceans	1,632	197	175	37	1,831	89.6	212	10.4	1,807	88.5	234	11.5	2,04
Foreign Investment Review Agency	0	0	4	0	0	0.0	4	100.0	4	100.0	0	0.0	
Immigration Appeal Board	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	
Indian Affairs and Northern					•	100.0		0.0	-	100.0		0.0	
Development	220	31	79	10	252	73.5	91	26.5	299	87.9	41	12.1	34
Insurance	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	
International Joint Commission	1	0	1	0	2	66.7	1	33.3	2	100.0	0	0.0	
Justice	7	5	42	14	12	17.6	56	82.4	49	72.1	19	27.9	6
Labour	18	7	13	6	25	56.8	19	43.2	31	70.5	13	29.5	4
Law Reform Commission of Canada	0	0	0	1	0	0.0	1	100.0	0	0.0	1	100.0	
National Defence (civilian)	2,175	588	125	29	2,774	94.7	154	5.3	2,300	78.8	617	21.2	2,92
National Energy Board	15	2	8	2	17	63.0	10	37.0	23	85.2	4	14.8	2
National Health and Welfare	314	81	247	53	403	56.2	314	43.8	561	80.7	134	19.3	71
National Library of Canada	8	2	23	17	10	20.0	40	80.0	31	62.0	19	38.0	5
National Museums of Canada	163	27	95	18	190	62.7	113	37.3	258	85.1	45	14.9	30
National Parole Board	1	0	2	0	1	33.3	2	66.7	3	100.0	0	0.0	
National Revenue (Customs and Excise)	3	6	6	3	9	50.0	9	50.0	9	50.0	9	50.0	1
National Revenue (Taxation)	136	48	20	4	184	88.5	24	11.5	156	75.0	52	25.0	20
Office of the Chief Electoral Officer	4	4	0	0	8	100.0	0	0.0	4	50.0	4	50.0	
Office of the Commissioner for Federal Judicial Affairs	0	0	0	1	0	0.0	1	100.0	0	0.0	1	100.0	
Office of the Coordinator, Status of Women							· ·						
Office of the Secretary to the	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	
Governor General	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	
Offices of the Information and Privacy Commissioners	0	0	0	0	0	0.0	1	100.0	0	0.0	0	0.0	
Privy Council Office	2	2	1	1	4	66.7	2	33.3	3	50.0	3	50.0	
Public Archives of Canada	57	25	24	20	82	65.1	44	34.9	81	64.3	45	35.7	12
Public Service Commission Public Service Staff Relations	18	21	9	8	39	69.6	17	30.4	27	48.2	29	51.8	5
Board	2	2	0	0	4	100.0	0	0.0	2	50.0	2	50.0	

## able 18—Continued

	Me	en	Won	nen	Mei	1	Wom	ien	Angloph	nones	Francopl	nones	
	Anglo-	Franco-		Franco-									
epartment	phones	phones	phones	phones	No.	%	No.	%	No.	%	No.	%	Total
ablic Works	845	229	56	9	1,077	94.2	66	5.8	901	79.1	238	20.9	1,143
egional Industrial Expansion	26	16	18	6	42	63.6	24	36.4	44	66.7	22	33.3	66
oyal Canadian Mounted Police Jublic Service employees)	40	6	21	7	46	62.2	28	37.8	61	82.4	13	17.6	74
cretary of State of Canada	4	8	10	20	12	28.6	30	71.4	14	33.3	28	66.7	42
plicitor General	0	0	3	3	0	0.0	6	100.0	3	50.0	3	50.0	6
atistics Canada	283	178	235	102	462	57.5	342	42.5	518	64.9	280	35.1	804
ipply and Services	87	46	22	12	133	79.2	35	20.8	109	65.3	58	34.7	168
apreme Court	0	2	1	2	2	40.0	3	60.0	1	20.0	4	80.0	5
riff Board	2	1	2	0	3	60.0	2	40.0	4	80.0	1	20.0	5
ix Court of Canada	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	1
ansport	6,602	1,600	340	105	8,217	94.9	446	5.1	6,942	80.3	1,705	19.7	8,663
easury Board (Office of the omptroller General)	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	1
easury Board (Secretariat)	6	1	1	5	7	53.8	6	46.2	7	53.8	6	46.2	13
terans Affairs	4	6	6	12	10	35.7	18	64.3	10	35.7	18	64.3	28
ar Veterans Allowance Board	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	2
tal	18,966	4,859	2,669	749	23,894	87.4	3,453	12.6	21,635	79.4	5,608	20.6	27,347

Ite:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



## The Administrative Support Category, sex and language group Number and percentage of employees in the Administrative Support Category, by department, sex and language group, 1984

	Me	n	Won	nen	Men		Wome	en	Angloph	ones .	Francoph	ones	
_	Anglo-		Anglo-		No.	%	No.	%	No.	%	No.	%	Tota
Department	phones 141	phones 74	phones 1,115	phones 347	218	12.8	1,479	87.2	1,256	74.9	421	25.1	1,69
Agriculture	2	0	37	13	2	3.8	50	96.2	39	75.0	13	25.0	5
Bureau of Pensions Advocates	0	6	13	27	6	12.8	41	87.2	13	28.3	33	71.7	4
Canada Labour Relations Board	1	0	6	10	1	5.9	16	94.1	7	41.2	10	58.8	1
Canadian Aviation Safety Board		2	84	9	19	15.7	102	84.3	100	90.1	11	9.9	12
Canadian Grain Commission	16		04	7	17	13.7	102	04.0		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
Canadian Human Rights Commission	4	3	18	19	7	15.9	37	84.1	22	50.0	22	50.0	4
Canadian Intergovernmental Conference Secretariat	1	3	1	7	4	33.3	8	66.7	2	16.7	10	83.3	1
Canadian International Development Agency	25	32	104	225	57	14.8	329	85.2	129	33.4	257	66.6	38
Canadian Pension Commission	30	13	166	26	43	18.1	194	81.9	196	83.4	39	16.6	23
Canadian Radio-television and													
Telecommunications Commission	5	13	35	62	18	15.5	98	84.5	40	34.8	75	65.2	11
Canadian Transport Commission	20	24	110	93	44	17.8	203	82.2	130	52.6	117	47.4	24
Communications	48	36	312	219	84	13.7	531	86.3	360	58.5	255	41.5	61
Consumer and Corporate Affairs	69	79	353	379	148	16.8	732	83.2	422	48.0	458	52.0	88
Correctional Service of Canada	114	51	901	493	165	10.5	1,399	89.5	1,015	65.1	544	34.9	1,56
Employment and Immigration	1,078	836	6,372	3,518	1,924	16.2	9,934	83.8	7,450	63.1	4,354	36.9	11,85
Energy, Mines and Resources	147	89	658	315	236	19.5	975	80.5	805	66.6	404	33.4	1,21
Environment	211	97	1,101	450	310	16.6	1,556	83.4	1,312	70.6	547	29.4	1,86
External Affairs	378	172	838	445	551	30.0	1,287	70.0	1,216	66.3	617	33.7	1,83
Federal Court	10	7	28	36	17	21.0	64	79.0	38	46.9	43	53.1	8
Federal-Provincial Relations											21	75.0	1
Office	2	5	5	16	7	25.0	21	75.0	7	25.0	21	75.0	2
Finance	19	18	104	115	37	14.4	220	85.6	123	48.0	133	52.0	25
Fisheries and Oceans	90	33	714	233	123	11.4	952	88.6	804	75.1	266	24.9	1,07
Foreign Investment Review		0	20	1.2	4	0.7	42	01.2	24	72.0	12	26.1	4
Agency	4	0	30	12	4	8.7	42	91.3	34	73.9	16	39.0	4
Immigration Appeal Board	6	2	19	14	8	19.5	33	80.5	25	61.0	10	39.0	
Indian Affairs and Northern	97	48	957	232	148	10.9	1,209	89.1	1,054	79.0	280	21.0	1,35
Development Insurance	8	2	32	14	10	17.9	46	82.1	40	71.4	16	28.6	5
International Joint Commission	2	0	5	0	3	18.8	13	81.3	7	100.0	0	0.0	1
Justice Justice	20		279	178	40	8.0	457	92.0	299	60.2	198	39.8	49
Labour	26	100410878	161	118	37	11.7	279	88.3	187	59.2	129	40.8	31
Law Reform Commission of	20	11	101	110	3,	11.7	21,	00.2	10.				
Canada	2	3	8	16	5	17.2	24	82.8	10	34.5	19	65.5	- 1
National Defence (civilian)	1,172	382	5,588	1,463	1,555	18.0	7,087	82.0	6,760	78.6	1,845	21.4	8,6
National Energy Board	8		64	36	14	12.3	100	87.7	72	63.2	42	36.8	11
National Health and Welfare	402	238	2,294	823	645	16.8	3,185	83.2	2,696	71.8	1,061	28.2	3,8:
National Library of Canada	28	15	77	94	43	20.1	171	79.9	105	49.1	109	50.9	2
National Museums of Canada	17	6	96	89	23	11.1	185	88.9	113	54.3	95	45.7	20
National Parole Board	13	7	84	64	20	11.9	148	88.1	97	57.7	71	42.3	10
National Revenue (Customs and													
Excise)	418	159	1,808	703	577	18.7	2,512	81.3	2,226	72.1	862	27.9	3,0
National Revenue (Taxation)	925	400	3,778	1,628	1,336	19.8	5,420	80.2	4,703	69.9	2,028	30.1	6,7:
Office of the Chief Electoral													
Officer	3	9	2	18	12	37.5	20	62.5	5	15.6	27	84.4	
Office of the Commissioner for Federal Judicial Affairs	1	0	. 3	7	1	9.1	10	90.9	4	36.4	7	63.6	
Office of the Commissioner of	2	9	6	29	11	23.9	35	76.1	8	17.4	38	82.6	
Official Languages Office of the Coordinator, Status													
of Women	0	0	2	. 8	0	0.0	10	100.0	2	20.0	8	80.0	

## able 19—Continued

	14.		337				117		A 1 1		F1		
	Me	n	Wom	ien	Men		Wome	en	Angloph	iones	Francoph	iones	
	Anglo-	Franco-	Anglo-	Franco-									
epartment	phones	phones	phones	phones	No.	%	No.	%	No.	%	No.	%	Total
ffice of the Secretary to the overnor General	2	1	11	26	4	8.9	41	91.1	13	32.5	27	67.5	45
ffices of the Information and ivacy Commissioners	0	2	6	8	2	12.5	14	87.5	6	37.5	10	62.5	16
nsion Review Board	0	2	6	6	2	14.3	12	85.7	6	42.9	8	57.1	14
ivy Council Office	19	30	58	79	49	26.3	137	73.7	77	41.4	109	58.6	186
ablic Archives of Canada	105	48	93	105	153	43.6	198	56.4	198	56.4	153	43.6	351
iblic Service Commission	35	62	215	449	97	12.7	664	87.3	250	32.9	511	67.1	761
blic Service Staff Relations	3	6	15	17	9	22.0	32	78.0	18	43.9	23	56.1	41
blic Works	202	73	861	293	277	19.2	1,164	80.8	1,063	74.4	366	25.6	1,441
gional Industrial Expansion	51	58	556	311	110	11.2	869	88.8	607	62.2	369	37.8	979
estrictive Trade Practices  mmission	3	0	3	3	3.	33.3	6	66.7	6	66.7	3	33.3	9
byal Canadian Mounted Police (ublic Service employees)	148	97	2,153	586	245	8.2	2,753	91.8	2,301	77.1	683	22.9	2,998
Sence and Technology	1	2	5	7	3	20.0	12	80.0	6	40.0	9	60.0	15
cretary of State of Canada	45	56	282	665	101	9.6	947	90.4	327	31.2	721	68.8	1,048
Slicitor General	11	2	43	35	13	14.0	80	86.0	. 54	59.3	37	40.7	93
Stistics Canada	285	192	873	635	478	23.5	1,552	76.5	1,158	58.3	827	41.7	2,030
Spply and Services	618	482	2,079	1,466	1,116	23.5	3,634	76.5	2,697	58.1	1,948	41.9	4,750
Spreme Court	4	2	8	14	7	23.3	23	76.7	12	42.9	16	57.1	30
Triff Board	1	1	5	5	2	15.4	11	84.6	6	50.0	6	50.0	13
1x Court of Canada	1	2	13	15	3	9.7	28	90.3	14	45.2	17	54.8	31
lansport	389	177	1,945	795	568	17.1	2,749	82.9	2,334	70.6	972	29.4	3,317
Deasury Board (Office of the Comptroller General)	3	2	13	15	5	15.2	28	84.8	16	48.5	17	51.5	33
Lasury Board (Secretariat)	17	13	81	97	30	14.4	178	85.6	98	47.1	110	52.9	208
Vierans Affairs	166	77	674	223	243	21.3	898	78.7	840	73.7	300	26.3	1,141
Merans' Land Administration	21	2	78	6	23	21.3	85	78.7	99	92.5	8	7.5	108
Vir Veterans Allowance Board	2	1	6	3	3	25.0	9	75.0	8	66.7	4	33.3	12
Ttal	7,697	4,300	38,450	18,467	12,059	17.4	57,338	82.6	46,147	67.0	22,767	33.0	69,397
3/ mm 0 4 01 4 4													

Ne.-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



The Operational Category, sex and language group
Number and percentage of employees in the Operational Category, by department, sex and language group, 198

	Me	n	Won	nen	Men	<i>i</i>	Wome	èn	Angloph	ones	Francoph	nones	
-	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	To
Department	1,094	246	77	13	1,351	93.4	95	6.6	1,171	81.9	259	18.1	1,
Agriculture Canadian Grain Commission	1,094	12	10		183	93.4	13	6.6	174	92.6	14	7.4	
Canadian Grain Commission  Canadian International Develop-	101	1 2											
ment Agency	0	2	0	0	2	100.0	0	0.0	0	0.0	2	100.0	
Communications	52		0	0	65	100.0	0	0.0	52	80.0	13	20.0	
Consumer and Corporate Affairs	21	12	0	0	33	100.0	0	0.0	21	63.6	12	36.4	
Correctional Service of Canada	3,685	1,935	463	131	5,650	90.4	602	9.6	4,148	66.8	2,066	33.2	6
Employment and Immigration	35		7	4	62	84.9	11	15.1	42	59.2	29	40.8	
Energy, Mines and Resources	161	83	1	2	244	98.8	3	1.2	162	65.6	85	34.4	
Environment	1,256	202	116	11	1,465	91.8	131	8.2	1,372	86.6	213	13.4	1
External Affairs	101	68	2	3	170	97.1	5	2.9	103	59.2	71	40.8	
Federal Court	2	7	0	1	9	90.0	1	10.0	2	20.0	8	80.0	
Finance	4	4	0	0	8	100.0	0	0.0	4	50.0	4	50.0	
Fisheries and Oceans	638	23	24	2	661	96.2	26	3.8	662	96.4	25	3.6	
ndian Affairs and Northern							24		254	24.1	16	5.0	
Development	169		85		193	67.2	94	32.8	254	94.1	16	5.9	
Justice	4		0		6	100.0	0	0.0	4	66.7	2	33.3	
abour	2		0		3	100.0	0	0.0	2	66.7	1 2 246	33.3	1
National Defence (civilian)	13,041		2,297		16,052	85.3	2,773	14.7	15,338	82.1	3,346	17.9	1
National Energy Board	1		0		1	100.0	0	0.0	1	100.0	0	0.0	
National Health and Welfare	289		384		385	47.7	422	52.3	673	88.8	85	11.2	
National Library of Canada	0		1		0	0.0	1	100.0	1	100.0	0	0.0	
National Museums of Canada	84		8		155	90.6	16	9.4	92	53.8	79	46.2	
National Parole Board	1	. 0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	
National Revenue (Customs and Excise)	37		8		74	89.2	9	10.8	45	54.2	38	45.8	
National Revenue (Taxation)	125	56	6	5 4	181	94.8	10	5.2	131	68.6	60	31.4	
Office of the Chief Electoral Officer	1	8	0	0	9	100.0	0	0.0	1	11.1	8	88.9	
Office of the Secretary to the		10	5	2	27	71.1	11	28.9	16	42.1	22	57.9	
Governor General	5		8		12	71.1	11	29.4	6	46.2	7	53.8	
Privy Council Office	17		0		30	100.0	0	0.0	17	56.7	13	43.3	
Public Archives of Canada	7		0		24	100.0	0	0.0	7	29.2	17	70.8	
Public Service Commission Public Works	2,110		220		3,107	89.8	352	10.2	2,330	67.6	1,118	32.4	
Regional Industrial Expansion	2,110		0		3,107	90.0	332	10.2	2,330	50.0	1,116	50.0	
Restrictive Trade Practices													
Commission Royal Canadian Mounted Police	1	1 0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	
(Public Service employees)	220	) 60	68	3 17	281	76.8	85	23.2	288	78.9	77	21.1	
Secretary of State of Canada	1	1 4	0	0 0	5	100.0	0	0.0	1	20.0	4	80.0	
Statistics Canada	17	7 14	1	1 0	34	97.1	1	2.9	18	56.3	14	43.8	
Supply and Services	346	563	136	6 279	912	68.7	416	31.3	482	36.4	842	63.6	
Supreme Court	5	5 7	0			100.0	0	0.0	5	41.7	7	58.3	
Transport	4,193	3 1,181	61	1 14	5,396	98.6	77	1.4	4,254	78.1	1,195	21.9	
Veterans Affairs	88	8 500	94	4 260	588	62.2	357	37.8	182	19.3	760	80.7	
Total	27,990	0 9,174	4,078	8 1,343	37,401	87.1	5,517	12.9	32,068	75.3	10,517	24.7	

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

### Appointments and type of employment

Number of appointments to and within the Public Service, by type of employment, 1983 and 1984

	1983			1984	
To the Public	Within the Public		Public	Public	
Service	Service	Total	Service	Service	Total
5,451	32,276	37,730	5,820	30,062	35,918
168	324	493	207	391	599
452	331	783	504	365	869
6,071	32,931	39,006	6,531	30,819	37,387
3,798	41,984	45,787	4,288	40,634	44,942
190	1,576	1,767	198	1,426	1,626
7	18	25	6	19	25
3,995	43,578	47,579	4,492	42,079	46,595
9,249	74,263	83,520	10,110	70,710	80,876
358	1,900	2,260	405	1,817	2,225
459	349	808	513	384	897
10,066	76,512	86,588	11,028	72,913	84,002
	Public Service  5,451 168 452 6,071 3,798 190 7 3,995 9,249 358 459	To the Public Service  5,451 32,276 168 324 452 331 6,071 32,931  3,798 41,984 190 1,576 7 18 3,995 43,578  9,249 74,263 358 1,900 459 349	To the Public Service         Within the Public Service         Total           5,451         32,276         37,730           168         324         493           452         331         783           6,071         32,931         39,006           3,798         41,984         45,787           190         1,576         1,767           7         18         25           3,995         43,578         47,579           9,249         74,263         83,520           358         1,900         2,260           459         349         808	To the Public Service         Within the Public Service         To tal         To the Public Service           5,451         32,276         37,730         5,820           168         324         493         207           452         331         783         504           6,071         32,931         39,006         6,531           3,798         41,984         45,787         4,288           190         1,576         1,767         198           7         18         25         6           3,995         43,578         47,579         4,492           9,249         74,263         83,520         10,110           358         1,900         2,260         405           459         349         808         513	To the Public Service         Within the Public Service         To the Public Service         Within the Public Service         Mark To the Public Service         Service         Mark To the Public Service

vote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify type of employment and/or whether the appointment was to or within the Public Service.



## Appointments to the Public Service, geographic area, sex and language group

Number and percentage of appointments to the Public Service, by geographic area, sex and language group, 1984

	Me	en	Wor	nen	Men	1	Wome	en	Angloph	nones	Francopl	hones	
eographic area	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
ewfoundland	195	2	63	1	199	75.7	64	24.3	258	98.9	3	1.1	263
rince Edward Island	64	4	99	7	68	39.1	106	60.9	163	93.7	11	6.3	174
ova Scotia	442	22	235	16	476	64.9	257	35.1	677	94.7	38	5.3	733
ew Brunswick	122	48	73	76	182	53.7	153	45.1	195	61.1	124	38.9	339
uebec (Except NCR)	40	778	33	460	821	62.0	501	37.8	73	5.6	1,238	94.4	1,325
ational Capital Region	916	336	753	612	1,270	47.8	1,384	52.1	1,669	63.8	948	36.2	2,657
ntario (Except NCR)	757	77	858	98	855	46.5	970	52.8	1,615	90.2	175	9.8	1,838
anitoba	243	9	237	18	258	49.1	266	50.7	480	94.7	27	5.3	525
skatchewan	204	22	246	10	228	47.0	257	53.0	450	93.4	32	6.6	485
berta	552	7	506	27	560	51.2	533	48.7	1,058	96.9	34	3.1	1,094
itish Columbia	650	10	478	13	664	57.4	492	42.6	1,128	98.0	23	2.0	1,156
ikon	37	0	63	0	38	36.5	66	63.5	100	100.0	0	0	104
brthwest Territories	116	0	141	4	117	44.0	148	55.6	257	98.5	4	1.5	266
utside Canada	9	3	34	20	12	17.9	54	80.6	43	65.2	23	34.8	67
)tal	4,347	1,319	3,820	1,362	5,749	52.1	5,252	47.6	8,167	75.3	2,681	24.7	11,028

ite:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify sex and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

<sup>-</sup>The sum of the grand total of appointments to the Public Service (Table 22) and the grand total of appointments within the Public Service (Table 23) does not concur with the grand total of appointments (84,002) because, in certain cases, it is not possible to determine whether the appointment was to or within the Public Service.



## Appointments within the Public Service, geographic area, sex and language group Number and percentage of appointments within the Public Service, by job location, sex and language group,

	Me	en	Won	nen	Mer	1	Wom	en	Angloph	ones	Francop	hones	
Geographic area	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Newfoundland	954	5	709	12	959	56.9	722	42.8	1,663	99.0	17	1.0	1,685
Prince Edward Island	315	35	408	60	351	42.9	468	57.1	723	88.4	95	11.6	819
Nova Scotia	2,566	72	1,488	86	2,686	62.8	1,581	37.0	4,058	96.3	158	3.7	4,274
New Brunswick	788	279	734	644	1,076	43.8	1,380	56.2	1,522	62.2	923	37.8	2,457
Quebec (Except NCR)	257	4,569	290	6,136	4,840	42.8	6,447	57.0	548	4.9	10,705	95.1	11,302
National Capital Region	6,457	3,149	8,737	6,375	9,616	38.8	15,126	61.1	15,196	61.5	9,524	38.5	24,759
Ontario (Except NCR)	3,977	213	5,962	471	4,288	39.6	6,498	60.0	9,942	93.6	684	6.4	10,834
Manitoba	1,420		2,380	103	1,488	37.1	2,507	62.5	3,800	96.1	154	3.9	4,008
Saskatchewan	519		731	7	530	41.6	740	58.1	1,250	98.7	16	1.3	1,273
Alberta	1,568		1,980	77	1,611	43.8	2,060	56.1	3,548	96.8	118	3.2	3,674
British Columbia	3,018		3,696	76	3,039	44.6	3,773	55.4	6,714	98.6	97	1.4	6,812
Yukon	105	4	165	0	109	39.6	166	60.4	270	98.5	4	1.5	275
Northwest Territories	177	13	237	10	190	43.2	248	56.4	414	94.7	23	5.3	440
	123	36	99	36	159	54.1	135	45.9	222	75.5	72	24.5	294
Outside Canada							41,854	57.4	49,874	68.8	22,593	31.2	72,913
Total	22,246	8,499	27,618	14,094	30,946	42.4	41,004	37.4	47,074	00.0	MH,373	01.4	72,713

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify geographic area, sex and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

<sup>-</sup>The sum of the grand total of appointments to the Public Service (Table 22) and the grand total of appointments within the Public Service (Table 23) does not concur with the grand total of appointments (84,002) because, in certain cases, it is not possible to determine whether the appointment was to or within the Public Service.



### Appointments and occupational category

Number and percentage of appointments to and within the Public Service, by category and type of appointment, 1983 and 1984

							198	33						
					App		nts within pe of app			ce				
Occupational	Appoint to the F	ublic	Promo	tions	Late trans or deploy	fers	Re appoint		Down		Demot	ions	Tot	al
category	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Management	71	0.7	580	2.9	466	2.6	0	0.0	10	0.4	0	0.0	1,127	1.3
Scientific and Professional	1,627	16.2	1,916	9.6	1,142	6.3	1,054	2.9	148	6.4	0	0.0	5,888	6.8
Administrative and Foreign Service	1,904	18.9	6,213	31.1	3,657	20.2	3,278	9.1	542	23.3	1	25.0	15,616	18.0
Technical	1,099	10.9	2,402	12.0	1,675	9.2	1,612	4.5	165	7.1	1	25.0	6,964	8.0
Administrative Support	3,004	29.8	6,522	32.7	8,093	44.7	24,334	67.4	1,012	43.5	2	50.0	42,976	49.6
Operational	2,340	23.2	2,310	11.6	3,077	17.0	5,810	16.1	446	19.2	0	0.0	13,987	16.2
Total	10,066	100.0	19,949	100.0	18,110	100.0	36,088	100.0	2,324	100.0	4	100.0	86,588	100.0
							198	34						
Management	58	0.5	668	3.5	500	3.0	0	0.0	8	0.4	0	0.0	1,234	1.5
Scientific and Professional	1,575	14.3	1,800	9.4	1,083	6.5	1,292	3.7	152	6.8	0	0.0	5,912	7.0
Administrative and Foreign Service	1,991	18.1	6,206	32.4	3,230	19.5	3,868	11.1	548	24.4	0	0.0	15,853	18.9
[Fechnical	1,283	11.6	2,262	11.8	1,219	7.4	1,721	4.9	145	6.5	0	0.0	6,639	7.9
Administrative Support	3,377	30.6	5,975	31.2	7,770	47.0	22,743	65.1	971	43.3	2	66.7	40,854	48.6
Operational	2,714	24.6	2,261	11.8	2,735	16.5	5,329	15.2	420	18.7	1	33.3	13,475	16.0
[otal	11,028	100.0	19,172	100.0	16,537	100.0	34,953	100.0	2,244	100.0	3	100.0	84,002	100.0

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category and/or type of appointment.

Tables 25 to 29 present more detailed information on appointments to the Public Service and on the different types of appointments within the Public Service (except demotions, of which there were only 3 in 1984).



## Appointments to the Public Service, occupational category, sex and language group

Number and percentage of appointments to the Public Service, by occupational category, sex and language group, 1984

	Me	n	Won	nen	Mei	n	Wom	en	Angloph	nones	Francopl	nones	
Occupational category	Anglo- phones	Franco- phones		Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Aanagement	42	8	6	2	50	86.2	8	13.8	48	82.8	10	17.2	58
cientific and Professional	680	180	537	159	867	55.0	705	44.8	1,217	78.2	339	21.8	1,575
Administrative and foreign Service	906	286	582	198	1,205	60.5	784	39.4	1,488	75.5	484	24.5	1,991
echnical	705	282	216	62	999	77.9	281	21.9	921	72.8	344	27.2	1,283
Administrative Support	439	109	1,964	811	551	16.3	2,818	83.4	2,403	72.3	920	27.7	3,377
Pperational	1,554	454	506	130	2,056	75.8	647	23.8	2,060	77.9	584	22.1	2,714
otal	4,347	1,319	3,820	1,362	5,749	52.1	5,252	47.6	8,167	75.3	2,681	24.7	11,028

lote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category, sex and/or language group.

-For language group, percentage is based on the total of employees whose first official language is known.



### Promotions, occupational category, sex and language group

Number and percentage of promotions, by occupational category, sex and language group, 1984

	Me	en	Won	nen	Mei	n	Wome	en	Angloph	iones	Francopl	hones	
Occupational category	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Management	445	126	78		571	85.5	97	14.5	523	78.3	145	21.7	668
Scientific and Professional	976	318	367	138	1,294	71.9	506	28.1	1,343	74.7	456	25.3	1,800
Administrative and Foreign Service	2,357	926	2,099	822	3,283	52.9	2,921	47.1	4,457	71.8	1,748	28.2	6,206
Technical	1,489	415	270	83	1,905	84.2	355	15.7	1,759	77.9	498	22.1	2,262
Administrative Support	590	285	3,496	1,591	879	14.7	5,096	85.3	4,086	68.5	1,876	31.5	5,975
Operational	1,504	510	190	53	2,018	89.3	243	10.7	1,694	75.1	563	24.9	2,261
Total	7,361	2,580	6,500	2,706	9,950	51.9	9,218	48.1	13,862	72.4	5,286	27.6	19,172

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify sex and/or language group.

-For language group, percentage is based on the total of employees whose first official language is known.



# Lateral transfers or deployments, occupational category, sex and language group Number and percentage of lateral transfers or deployments, by occupational category, sex and language group, 1984

	Me	n	Wor	nen	Mei	า	Wom	en	Angloph	nones	Francop	hones	
Occupational category	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	. %	No.	%	No.	%	Total
Management	356	101	31	12	457	91.4	43	8.6	387	77.4	113	22.6	500
Scientific and Professional	468	181	304	128	649	59.9	433	40.0	772	71.4	309	28.6	1,083
Administrative and Foreign Service	1,290	578	920	439	1,870	57.9	1,360	42.1	2.210	68.5	1.017	31.5	3,230
Technical	729	244	183	57	975	80.0	242	19.9	912	75.2	301	24.8	1,219
Administrative Support	802	392	4,062	2,466	1,196	15.4	6,546	84.2	4.868	63.0	2,858	37.0	7,770
Operational	1,607	641	354	106	2,262	82.7	469	17.1	1,961	72.4	747	27.6	2,735
Total	5,252	2,137	5,854	3,208	7,409	44.8	9,093	55.0	11,110	67.5	5,345	32.5	16,537

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify sex and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



## Reappointments, occupational category, sex and language group

Number and percentage of reappointments, by occupational category, sex and language group, 1984

	Me	n	Won	nen	Mer	1	Wom	en	Angloph	iones	Francopl	iones	
Occupational category	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Scientific and Professional	518	169	445	157	687	53.2	602	46.6	963	74.7	326	25.3	1,292
Administrative and Foreign Service	1,189	745	1,348	569	1,940	50.2	1,921	49.7	2,538	65.9	1,314	34.1	3,868
Technical	901	237	395	146	1,156	67.2	548	31.8	1,296	77.2	383	22.8	1,721
Administrative Support	2,572	1,324	11,916	6,834	3,919	17.2	18,798	82.7	14,491	64.0	8,158	36.0	22,743
Operational	3,690	949	370	138	4,763	89.4	547	10.3	4,061	78.9	1,087	21.1	5,329
Total	8,870	3,424	14,474	7,844	12,465	35.7	22,416	64.1	23,349	67.4	11,268	32.6	34,953

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify sex and/or language group.

-For language group, percentage is based on the total of employees whose first official language is known.



### Downward transfers, occupational category, sex and language group

Number and percentage of downward transfers, by occupational category, sex and language group, 1984

	M	en	Wor	nen	Me	n	Wom	en	Angloph	nones	Francopl	nones	
Occupational category	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	Total
Management	7	1	0	0	8	100.0	0	0.0	7	87.5	1	12.5	8
Scientific and Professional	77	25	42	8	102	67.1	50	32.9	119	78.3	33	21.7	152
Administrative and Foreign Service	247	120	127	54	367	67.0	181	33.0	374	68.2	174	31.8	548
[echnical	97	29	14	5	126	86.9	19	13.1	111	76.6	34	23.4	145
Administrative Support	92	48	571	257	140	14.4	829	85.4	663	68.5	305	31.5	971
Operational Operational	241	132	35	11	374	89.0	46	11.0	276	65.9	143	34.1	420
Cotal	761	355	789	335	1,117	49.8	1,125	50.1	1,550	69.2	690	30.8	2,244

lote:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify sex and/or language group.

-For language group, percentage is based on the total of employees whose first official language is known.



Appointments and employee mobility

Number and percentage of appointments within the Public Service, by employee mobility and type of appointment, 1984

				Т	ype of app	ointment						
	Promot	tions	Later transf or deploy	ers	Reappoints		Downv transf		Demot	ions	Tota	ıl
Employee mobility	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Intradepartmental	17,809	92.9	14,454	87.4	34,911	99.9	1,813	80.8	3	100.0	68,991	94.6
Interdepartmental	1,363	7.1	2,083	12.6	42	0.1	431	19.2	0	0.0	3,922	5.4
Total	19,172	100.0	16,537	100.0	34,953	100.0	2,244	100.0	3	100.0	72,913	100.0
No change of group or sub-group	12,753	66.5	16,182	97.9	34,896	99.8	1,007	44.9	2	66.7	64,842	88.9
Change of group or sub-group	6,419	33.5	355	2.1	57	0.2	1,237	55.1	1	33.3	8,071	11.1
Total	19,172	100.0	16,537	100.0	34,953	100.0	2,244	100.0	3	100.0	72,913	100.0
Indeterminate to indeterminate	15,772	82.3	6,566	39.7	24	0.1	1,415	63.1	3	100.0	23,780	32.6
Specified period to specified period	1,417	7.4	4,854	29.4	34,898	99.8	420	18.7	. 0	0.0	41,589	57.0
Specified period to indeterminate	1,847	9.6	4,840	29.3	19	0.1	329	14.7	0	0.0	7,039	9.7
Indeterminate to specified period	131	0.7	267	1.6	12	0.0	80	3.6	0	0.0	490	0.7
Total	19,172	100.0	16,537	100.0	34,953	100.0	2,244	100.0	3	100.0	72,913	100.0

Note: The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify type of appointment and/or employee mobility as to period of appointment.



### Appointments and selection process

Number and percentage of appointments within the Public Service, by selection process and type of appointment, 1984

				7	Type of app	ointment						
	Promot	ions	Later transfe deployn	rs or	Reappoin	tments	Downv transf		Demot	ions	Tota	al
Selection Process	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
With competition												
• Poster	11,357	59.2	4,332	26.2	1,394	4.0	521	23.2	0	0.0	17,605	24.1
<ul> <li>Inventory</li> </ul>	2,311	12.1	3,742	22.6	11,285	32.3	408	18.2	0	0.0	17,748	24.3
Without competition												-
<ul> <li>Reclassification</li> </ul>	4,074	21.2	80	0.5	1	0.0	54	2.4	0	0.0	4,209	5.8
Other processes	1,428	7.4	8,380	50.7	22,270	63.7	1,260	56.1	3	100.0	33,342	45.7
Total	19,172	100.0	16,537	100.0	34,953	100.0	2,244	100.0	3	100.0	72,913	100.0

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify selection process and/or type of appointment.



# **Appointments, occupational category, language requirements of position and language group** Number and percentage of appointments to and within the Public Service, by occupational category, language requirements of position and language group of employee, 1984

		To the	e Public Ser	rvice			Within t	he Public S	ervice			
Occupational category and	Angloph	nones	Francopl	nones		Angloph	nones	Francoph	iones		Grand	total
language requirements of position	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%
Management												
Bilingual imperative	8	61.5	5	38.5	13	115	47.9	125	52.1	240	253	20.5
Bilingual non-imperative	26	86.7	4	13.3	30	568	82.0	125	18.0	693	723	58.6
English	13	100.0	0	0.0	13	210	98.6	3	1.4	213	226	18.3
French	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0
English or French	1	50.0	1	50.0	2	6	100.0	0	0.0	6	8	0.6
Total	48	82.8	10	17.2	58	917	78.0	259	22.0	1,176	1,234	100.0
Scientific and Professional												
Bilingual imperative	30	19.2	126	80.8	157	126	23.4	413	76.6	539	697	11.8
Bilingual non-imperative	37	48.7	39	51.3	77	355	54.0	302	46.0	658	735	12.4
English	1,038	97.8	23	2.2	1,075	2,482	95.5	118	4.5	2,604	3,686	62.3
French	1	1.1	90	98.9	91	11	4.5	231	95.5	243	335	5.7
English or French	110	64.3	61	35.7	174	223	78.8	60	21.2	283	457	7.7
Total	1,217	78.2	339	21.8	1,575	3,197	74.0	1,124	26.0	4,327	5,912	100.0
Administrative and Foreign Service												
Bilingual imperative	103	30.7	232	69.3	336	905	33.6	1,785	66.4	2,691	3,027	19.1
Bilingual non-imperative	78	44.8	96	55.2	177	1,152	52.6	1,040	47.4	2,192	2,371	15.0
English	1,204	95.9	52	4.1	1,266	7,193	95.9	309	4.1	7,515	8,786	55.4
French	2	2.7	71	97.3	74	19	1.8	1,022	98.2	1,046	1,123	7.1
English or French	94	76.4	29	23.6	127	220	76.4	68	23.6	289	416	2.6
Total	1,488	75.5	484	24.5	1,991	9,579	69.3	4,253	30.7	13,852	15,853	100.0
Technical												
Bilingual imperative	12	13.2	79	86.8	93	78	22.0	276	78.0	354	447	6.7
Bilingual non-imperative	21	21.9	75	78.1	96	190	34.7	358	65.3	548	644	9.7
English	815	97.6	20	2.4	848	3,595	96.2	143	3.8	3,786	4,638	69.9
French	3	2.0	147	98.0	150	6	1.8	333	98.2	340	494	7.4
English or French	70	75.3	23	24.7	96	199	65.5	105	34.5	308	405	6.1
Total	921	72.8	344	27.2	1,283	4,078	77.0	1,216	23.0	5,347	6,639	100.0
Administrative Support												
Bilingual imperative	158	23.2	523	76.8	695	1,124	19.3	4,699	80.7	5,847	6,544	16.0
Bilingual non-imperative	18	27.3	48	72.7	75	539	34.8	1,009	65.2	1,548	1,623	4.0
English	2,116	94.7	118	5.3	2,259	20,715	93.7	1,397	6.3	22,206	24,478	59.9
French	5	2.7	178	97.3	185	41	0.8	4,887	99.2	4,961	5,147	12.6
English or French	75	67.6	36	32.4	114	1,596	57.7	1,171	42.3	2,770	2,884	7.1
Total	2,403	72.3	920	27.7	3,377	24,109	64.6	13,198	35.4	37,461	40,854	100.0
Operational												
Bilingual imperative	35	29.7	83	70.3	120	61	28.4	154	71.6	216	336	2.5
Bilingual non-imperative	6	42.9	8	57.1	14	43	22.9	145	77.1	188	202	1.5
English	1,912	97.6	48	2.4	2,014	7,384	97.4	197	2.6	7,770	9,794	72.7
French	6	1.6	368	98.4	377	43	2.6	1,604	97.4	1,651	2,033	15.1
English or French	101	57.1	76	42.9	188	452	50.7	440	49.3	911	1,099	8.2
Total	2,060	77.9	584	22.1	2,714	7,992	75.9	2,541	24.1	10,746	13,475	100.0

## Table 32—Continued

		To the	Public Ser	vice			Within t	he Public S	ervice			
	Angloph	ones	Francoph	nones		Angloph	ones	Francoph	iones		Grand t	otal
Occupational category and language requirements of position	No.	%	No.	%	Total	No.	%	No.	%	Total	No.	%
All categories												
Bilingual imperative	346	24.8	1,048	75.2	1,414	2,409	24.4	7,452	75.6	9,887	11,304	13.5
Bilingual non-imperative	186	40.8	270	59.2	469	2,847	48.9	2,979	51.1	5,827	6,298	7.5
English	7,128	96.5	261	3.5	7,505	41,581	95.0	2,167	5.0	44,096	51,641	61.5
French	17	2.0	854	98.0	877	120	1.5	8,079	98.5	8,243	9,134	10.9
English or French	451	66.6	226	33.4	701	2,696	59.4	1,844	40.6	4,567	5,269	6.3
Grand total	8,167	75.3	2,681	24.7	11,028	49,874	68.8	22,593	31.2	72,913	84,002	100.0

Note:—The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category, language requirements of position, type of appointment (to or within the Public Service) and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.

## Appointments and bilingual positions (imperative staffing)

Number and percentage of appointments to and within the Public Service to bilingual positions (imperative staffing), by occupational category, type of employment and language group, 1984

		Anglop	hones	Franco	ohones	To	tal
Occupational category	Type of employment	No.	%	No.	%	No.	%
Management	Indeterminate	118	95.9	129	99.2	247	97.6
	Specified period	5	4.1	1	0.8	6	2.4
	Total	123	100.0	130	100.0	253	
Scientific and Professional	Indeterminate	97	61.8	315	58.4	412	<b>100.0</b> 59.1
	Specified period	60	38.2	223	41.4	284	40.7
	Total	157	100.0	539	100.0	697	100.0
Administrative and	Indeterminate	640	63.5	1,222	60.6	1,862	61.5
oreign Service	Specified period	368	36.5	795	39.4	1,165	38.5
	Total	1,008	100.0	2,017	100.0	3,027	100.0
'echnical	Indeterminate	49	54.4	182	51.3	231	51.7
	Specified period	41	45.6	173	48.7	216	48.3
-	Total	90	100.0	355	100.0	447	100.0
.dministrative	Indeterminate	404	31.5	1,313	25.1	1,724	26.3
upport	Specified period	878	68.4	3,908	74.8	4,817	73.6
	Total	1,283	100.0	5,223	100.0	6,544	100.0
perational	Indeterminate	64	66.7	157	66.2	223	66.4
	Specified period	32	33.3	80	33.8	113	33.6
	Total	96	100.0	237	100.0	336	100.0
Il Categories	Indeterminate	1,372	49.8	3,318	39.0	4,699	41.6
	Specified period	1,384	50.2	5,180	60.9	6,601	58.4
	Grand total ne figures do not always equal the	2,757	100.0	8,501	100.0	11,304	100.0

rne sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify type of employment and/or language group.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



Appointments and bilingual positions (non-imperative staffing)

Number and percentage of appointments to and within the Public Service to bilingual positions (non-imperative staffing), by occupational category, status of appointee and language group, 1984

	Status of appointee as	Angloph	ones	Francop	hones	Tota	1
Occupational category	to language requirements of position	No.	%	No.	%	No.	%
Management	Met	368	62.0	125	96.9	493	68.2
, i	Must meet	101	17.0	3	2.3	104	14.4
	Not required to meet	125	21.0	1	0.8	126	17.4
	Total	594	100.0	129	100.0	723	100.0
Scientific and	Met	190	48.5	298	87.4	489	66.5
Professional	Must meet	163	41.6	35	10.3	199	27.1
	Not required to meet	39	9.9	7	2.1	46	6.3
	Total	392	100.0	341	100.0	735	100.0
Administrative	Met	676	54.9	1,025	90.1	1,702	71.8
and	Must meet	421	34.2	90	7.9	513	21.6
Foreign Service	Not required to meet	134	10.9	20	1.8	154	6.5
	Total	1,231	100.0	1,137	100.0	2,371	100.0
Technical	Met	89	42.2	371	85.7	460	71.4
	Must meet	78	37.0	53	12.2	131	20.3
	Not required to meet	44	20.9	9	2.1	53	8.2
	Total	211	100.0	433	100.0	644	100.0
Administrative	Met	249	44.7	929	87.9	1,184	73.0
Support	Must meet	228	40.9	110	10.4	338	20.8
	Not required to meet	80	14.4	15	1.4	98	6.0
	Total	557	100.0	1,057	100.0	1,623	100.0
Operational	Met	24	49.0	118	77.1	142	70.3
	Must meet	13	26.5	33	21.6	46	22.8
	Not required to meet	12	24.5	2	1.3	14	6.9
	Total	49	100.0	153	100.0	202	100.0
All Categories	Met	1,596	52.6	2,866	88.2	4,470	71.0
	Must meet	1,004	33.1	324	10.0	1,331	21.1
	Not required to meet	434	14.3	54	1.7	491	7.8
	Grand total	3,034	100.0	3,250	100.0	6,298	100.0

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify language group and/or status of appointee as to language requirements of position.

<sup>-</sup>For language group, percentage is based on the total of employees whose first official language is known.



## Applicants in the National Applicant Inventory System, geographic area and underrepresented group

Number and percentage of woman, Native, handicapped and Black candidates in the National Applicant Inventory System, by geographic area, 1984

	W	omen	Nativ	e people	Handica	pped people	Black	people	
Geographic area	No.	% of total applicants	No.	% of total applicants	No.	% of total applicants	No.	% of total applicants	Total in inventory
Newfoundland	123	24.8	9	1.8	25	5.0	0	0.0	496
Prince Edward Island	25	25.5	8	8.2	12	12.2	0	0.0	98
Nova Scotia	396	25.7	80	5.2	60	3.9	106	6.9	1,541
New Brunswick	303	29.9	29	2.9	17	1.7	1	0.1	1,013
Quebec (Except NCR)	1,843	35.6	149	2.9	142	2.7	44	0.8	5,172
National Capital Region	2,470	40.6	197	3.2	256	4.2	44	0.7	6,075
Ontario (Except NCR)	1,208	32.8	124	3.4	76	2.1	10	0.3	3,686
Manitoba	353	31.1	78	6.9	40	3.5	6	0.5	1,136
Saskatchewan	358	35.7	147	14.6	55	5.5	0	0.0	1,004
Alberta	670	37.4	96	5.4	39	2.2	3	0.2	1,790
British Columbia	1,299	36.3	374	10.5	101	2.8	10	0.3	3,576
Yukon	331	42.9	88	11.4	0	0.0	0	0.0	772
Northwest Territories	23	32.4	9	12.7	1	1.4	0	0.0	71
Total	9,402	35.6	1,388	5.2	824	3.1	224	0.8	26,430



Appointments of university graduates and geographic area

Number and percentage of university graduates and of appointments made through the university recruitment program, by geographic area in which last degree was obtained, sex and language group, 1984

		Gradua	ites*		Appointments													
			Tota	ı	Ме	n	Won	nen	Me	en	Won	nen	Anglop	hones	Francop	hones	Tot	tal
		-			Anglo-	Franco-	Anglo-	Franco-										
leographic Area	Men	Women	No.	%	phones	phones	phones	phones	No.	%	No.	%	No.	%	No.	%	No.	%
lewfoundland	765	740	1,505	1.4	12	0	8	1	12	57.1	9	42.9	20	95.2	1	4.8	21	2.8
rince Edward																		
sland	110	120	230	0.2	2	0	1	0	2	66.7	1	33.3	3	100.0	0	0.0	3	0.4
Iova Scotia	2,235	2,345	4,580	4.3	24	1	33	0	25	43.1	33	56.9	57	98.3	1	1.7	58	7.7
lew Brunswick	1,285	1,290	2,575	2.4	10	8	7	4	18	62.1	11	37.9	17	58.6	12	41.4	29	3.8
luebec	14,100	13,685	27,785	26.1	9	85	17	61	94	54.7	78	45.3	26	15.1	146	84.9	172	22.8
ntario	23,460	23,640	47,100	44.3	119	34	153	24	153	46.4	177	53.6	272	82.4	58	17.6	330	43.6
Ianitoba	2,135	2,020	4,155	3.9	28	1	13	0	29	69.0	13	31.0	41	97.6	1.	2.4	42	5.5
askatchewan	1,760	1,820	3,580	3.4	8	0	3	1	8	66.7	4	33.3	11	91.7	1	8.3	12	1.6
Iberta	3,740	3,510	7,250	6.8	15	0	18	0	15	45.5	18	54.5	33	100.0	0	0.0	33	4.0
ritish																		
olumbia	3,940	3,715	7,655	7.2	23	1	23	0	24	51.1	23	48.9	46	97.9	1	2.1	47	6.2
utside																		
anada <sup>b</sup>	_	_	-	-	5	0	4	0	5	55.6	4	44.4	9	100.0	0	0.0	9	1.2
otal	53,530	52,885	106,415	100.0	255	130	280	91	385	50.9	371	49.1	535	70.8	221	29.2	756	100.0

ta on graduates, which came from Statistics Canada, are based on the 1983/84 academic year. anadians whose highest degree was obtained outside Canada.



## Appointments of university graduates and occupational field

Number of university graduates appointed through the university recruitment program, by occupational field, sex and language group, 1984

	Me	en	Won	nen	Mer	n	Wom	en	Angloph	iones	Francopl	nones	Tota	d
Occupational field	Anglo- phones	Franco-	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	No.	%
Administration	97	30	163	32	127	39.4	195	60.6	260	80.7	62	19.3	322	42.€
Foreign Service	9	1	2	2	10	71.4	4	28.6	11	78.6	3	21.4	14	1.8
Accounting/Auditing <sup>a</sup>	11	4	14	4	15	45.5	18	54.5	25	75.8	8	24.2	33	4.4
Pure and Applied Science	83	56	47	15	139	69.2	62	30.8	130	64.7	71	35.3	201	26.6
Computer Science	21	17	13	13	38	59.4	26	40.6	34	53.1	30	46.9	64	8.5
Social/Economic <sup>b</sup>	34	. 22	41	25	56	45.9	66	54.1	75	61.5	47	38.5	122	16.1
Total	255	130	280	91	385	50.9	371	49.1	535	70.8	221	29.2	756	100.0

<sup>\*</sup>Includes 21 appointments to the Office of the Auditor General of Canada.

Statistics and Welfare Programs.



## Appointments of community college and CEGEP graduates, and occupational field

Number of graduates appointed through the community college and CEGEP recruitment program, by occupational field, language group and sex, 1984

	M	en	Won	nen	Mer	1	Wom	en	Angloph	ones	Francop	hones	Tota	ıl
Occupational field	Anglo- phones	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	No.	
Management Sciences	35	9	32	5	44	54.3	37	45.7	67	82.7	14	17.3	81	42.
Pure and Applied Sciences	24	20	6	11	44	72.1	17	27.9	30	49.2	31	50.8	61	32.
Computer Systems	19	10	7	12	29	60.4	19	39.6	26	54.2	22	45.8	48	25.
Total	78	39	45	28	117	61.6	73	38.4	123	64.7	67	35.3	190	100



## Appointments, Career-Oriented Summer Employment Program and occupational field

Number of students appointed through the Career-Oriented Summer Employment Program, by occupational field, type of institution, language group and sex, 1984

	Me	en	Wor	nen	Mer	1	Wom	en	Angloph	nones	Francop	hones	Tota	al
Occupational Field	0	Franco- phones	Anglo- phones	Franco- phones	No.	%	No.	%	No.	%	No.	%	No.	
Social Sciences and Administration	1,324	661	1,704	805	1,985	44.2	2,509	55.8	3,028	67.4	1,466	32.6	4,494	59
Pure and Applied Sciences	1,383	459	850	344	1,842	60.7	1,194	39.3	2,233	73.6	803	26.4	3,036	40
Total	2,707	1,120	2,554	1,149	3,827	50.8	3,703	49.2	5,261	69.9	2,269	30.1	7,530	100
Institution														
University	2,254	859	2,185	851	3,113	50.6	3,036	49.4	4,439	42.2	1,710	27.8	6,149	81
Community college and CEGEP	453	261	369	298	714	51.7	667	48.3	822	59.5	559	40.5	1,381	18
Total	2,707	1,120	2,554	1,149	3,827	50.8	3,703	49.2	5,261	69.9	2,269	30.1	7,530	100

<sup>&</sup>lt;sup>b</sup>For the purposes of this report, includes appointments to Law and Library Science positions, as well as Economics,



Lay-offs, occupational category, sex and language group
Number of separations due to lay-off, by reason for lay-off, occupational category,
sex and language group, 1984

	Mei	n	Wom	en	Mer	1	Wom	ien	Angloph	nones	Francoph	nones	
leason and	Anglo-		Anglo- I	Franco-									
ccupational category	phones	phones	phones	phones	No.	%	No.	%	No.	%	No.	%	Total
leorganization													
Management	6	2	0	1	8	88.9	1	11.1	6	66.7	3	33.3	9
Scientific and Professional	18	3	7	4	21	65.6	11	34.4	25	78.1	7	21.9	32
Administrative and Foreign													
Service	48	9	23	8	57	64.8	31	35.2	71	80.7	17	19.3	88
Technical	33	7	8	1	40	81.6	9	18.4	41	83.7	8	16.3	49
Administrative Support	14	6	68	18	20	18.9	86	81.1	82	77.4	24	22.6	106
Operational	54	6	26	3	60	67.4	29	32.6	80	89.9	9	10.1	89
Total	173	3	132	35	206	55.2	167	44.8	305	81.8	68	18.2	373
rivatization													
Management	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Scientific and Professional	16	0	16	0	16	50.0	16	50.0	32	100.0	0	0.0	32
Administrative and Foreign													
Service	0	1	7	0	1	12.5	7	87.5	7	87.5	1	12.5	8
Technical	0	0	5	0	0	0.0	5	100.0	5	100.0	0	0.0	5
Administrative Support	0	0	1	0	0	0.0	1	100.0	1	100.0	0	0.0	1
Operational	6	0	8	0	6	42.9	8	57.1	14	100.0	0	0.0	14
, Total	22	1	37	0	23	38.3	37	61.7	59	98.3	1	1.7	60
ecentralization													
Management	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Scientific and Professional	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative and Foreign													
Service	7	3	2	2	10	71.4	4	28.6	9	64.3	5	35.7	14
Technical	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Administrative Support	6	4	26	9	10	22.2	35	77.8	32	71.1	13	28.9	45
Operational	2	0	0	0	2	100.0	0	0.0	2	100.0	0	0.0	2
Total	15	7	28	11	22	36.1	39	63.9	43	70.5	18	29.5	61
il reasons													
Management	6	2	0	1	8	88.9	1	11.1	6	66.7	3	33.3	9
Scientific and Professional	34	3	23	4	37	57.8	27	42.2	57	89.1	7	10.9	64
Administrative and Foreign						- 1							
Service	55	13	32	10	68	61.8	42	38.2	87	79.1	23	20.9	110
Technical	33	7	13	1	40	74.1	14	25.9	46	85.2	8	14.8	54
Administrative Support	20	10	95	27	30	19.7	122	80.3	115	75.7	37	24.3	152
Operational	62	6	34	3	68	64.8	37	35.2	96	91.4	9	8.6	105
'and total	210	41	197	46	251	50.8	243	49.2	407	82.4	87	17.6	494



Separations and reasons Separations from the Public Service, by reason, 1984

Reason for separation (except lay-off)	
Release	62
for breach of discipline or misconduct	
for incompetence or incapacity	82
for abandonment of position	97
Rejection on probation	252
Revocation of appointment	7
Retirement	
at age 65 or over	1,519
elective, at age 55-64	3,088
medical grounds	626
End of specified period	4,732
Death	524
Resignation	6,953
Total <sup>a</sup>	17,958
Reason for resignation	
Outside employment (in private sector)	1,465
Return to school	395
Unspecified personal reasons	3,628
Other	1,465
Includes 16 separations for which reason was not specified.	



Separations, occupational category, sex and language group

Number and percentage of separations from the Public Service, by occupational category, reason, sex and language group, 1984

	M	en	Won	nen	Me	n	Wom	en	Anglopl	nones	Francoph	nones	
eason for separation	Anglo	Franco-	Anglo	Franco-									
-xcept lay-off)	phones		phones	phones	No.	%	No.	%	No.	%	No.	%.	Total
anagement		P	Promot	P			1.01		1107		7.01		
Release	. 1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
Rejection on probation	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Revocation of appointment	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
Retirement	113	21	1	0	135	99.3	1	0.7	114	84.4	21	15.6	136
End of specified period	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
Death	6	2	0	0	8	100.0	0	0.0	6	75.0	2	25.0	8
Resignation	61	12	6	1	79	91.9	7	8.1	67	83.7	13	16.2	86
Total	182	35	7	1	224	96.6	8	3.4	189	84.0	36	16.0	232
ientific and Professional													
Release	7	1	3	0	8	72.2	3	27.3	10	90.9	1	9.1	11
Rejection on probation	13	3	1	0	16	88.9	2	11.1	14	82.4	. 3	17.6	18
Revocation of appointment	1	0	0	0	1	100.0	0	0.0	1	100.0	0	0.0	1
Retirement	256	42	34	9	303	87.1	45	12.9	290	85.0	51	15.0	348
End of specified period	82	26	121	39	110	39.9	166	60.1	203	75.7	65	24.3	276
Death	20	4	4	2	24	80.0	6	20.0	24	80.0	6	20.0	30
Resignation	289	73	336	66	372	46.9	422	53.1	625	81.8	139	18.2	794
Fotal	668	149	499	116	834	56.4	644	43.6	1,167	81.5	265	18.5	1,478
Aministrative and Foreign													
Service													
Release	21	7	7	2	28	75.7	9	24.3	28	75.7	9	24.3	37
Rejection on probation	11	4	8	1	16	61.5	10	38.5	19	79.2	5	20.8	26
levocation of appointment	0	1	0	0	1	100.0	0	0.0	0	0.0	1	100.0	1
Retirement	713	200	179	56	921	79.5	238	20.5	892	77.7	256	22.3	1,159
nd of specified period	108	60	137	63	170	45.5	202	54.0	245	66.6	123	33.4	374
Death	79	17	22	4	98	79.0	26	21.0	101	82.8	21	17.2	124
esignation	476	145	366	124	632	56.2	493	43.8	842	75.8	269	24.2	1,125
otal	1,408	434	719	250	1,866	65.6	978	34.4	2,127	75.7	684	24.3	2,846
Thnical													
elease	18	3	1	0	23	95.8	1	4.2	19	86.4	3	13.6	24
ejection on probation	38	10	9	3	48	80.0	12	20.0	47	78.3	13	21.7	60
evocation of appointment	0	0	0	0	0	0.0	0	0.0	0	0.0	0	0.0	0
etirement	471	75	30	7	549	93.7	37	6.3	501	85.9	82	14.1	586
nd of specified period	145	41	47	26	195	71.2	78	28.5	192	74.1	67	25.9	274
eath	42	15	4	1	58	92.1	5	7.9	46	74.2	16	25.8	63
esignation	329	52	120	20	396	73.5	142	26.3	449	86.2	72	13.8	539
otal	1,043	196	211	57	1,269	82.1	275	17.8	1,254	83.2	253	16.8	1,546
Adinistrative Support													
elease	12	10	33	10	22	32.8	45	67.2	45	69.2	20	30.8	67
ejection on probation	13		44	5	25	33.3	50	66.7	57	79.2	15	20.8	75
evocation of appointment	0		2	2	0	0.0	4	100.0	2	50.0	2	50.0	4
tirement	212		670	183	293	25.4	861	74.6	882	77.1	262	22.9	1,154
nd of specified period	293		1,384	780	463	16.8	2,292	83.0	1,678	64.5	922	35.5	2,762
eath	29		56	18	43	36.4	75	63.6	85	72.6	32	27.4	118
esignation	279	102	1,800	623	390	13.5	2,486	86.3	2,080	74.2	725	25.8	2,882
tal	838	357	3,989	1,621	1,236	17.5	5,813	82.3	4,829	70.9	1,978	29.1	7,062

### Table 42—Continued

	Me	en	Won	nen	Me	n	Wom	en	Angloph	nones	Francop	hones	
Occupational category and reason for separation (except lay-off)		Franco- phones		Franco- phones	No.	%	No.	%	No.	%	No.	%	Tota
Operational													
Release	65	32	8	4	102	88.7	13	11.3	73	65.2	36	32.1	115
Rejection on probation	33	21	12	3	57	79.2	15	20.8	45	65.2	24	34.8	72
Revocation of appointment	0	1	0	0	1	100.0	0	0.0	0	0.0	1	100.0	1
Retirement	1,229	454	99	52	1,693	91.8	152	8.2	1,328	72.4	506	27.6	1,845
End of specified period	546	170	81	13	876	86.4	132	13.0	627	77.4	183	22.6	1,014
Death	136	36	3	3	174	96.1	6	3.3	139	78.1	39	21.9	181
Resignation	793	246	343	71	1,059	70.9	432	28.9	1,136	78.2	317	21.8	1,494
Total	2,802	960	546	146	3,962	83.9	750	15.9	3,348	75.2	1,106	24.8	4,722
All categories													
Release	124	53	52	16	185	72.0	72	28.0	176	71.8	69	28.2	257
Rejection on probation	108	48	74	12	163	64.7	89	35.3	182	75.2	60	24.8	252
Revocation of appointment	1	2	2	2	3	42.9	4	57.1	3	42.9	4	57.1	7
Retirement	2,995	871	1,015	307	3,897	74.5	1,336	25.5	4,010	77.3	1,178	22.7	5,233
End of specified period	1,183	440	1,776	922	1,835	38.8	2,881	60.9	2,960	68.5	1,362	31.5	4,732
Death	312	88	89	28	405	77.3	118	22.5	401	77.6	116	22.4	524
Resignation	2,235	630	2,975	913	2,941	42.3	4,002	57.6	5,211	77.2	1,543	22.8	6,953
Grand total	6,958	2,132	5,983	2,200	9,429	52.5	8,502	47.3	12,943	74.9	4,332	25.1	17,958

Note:-The sums of the figures do not always equal the totals because, in a number of cases, the documents did not specify occupational category, sex, language group and/or reason for separation.

-For language group, percentage is based on the total of employees whose first official language is known.



## Appeals and occupational category

Number of appellants whose appeals were allowed or dismissed or who were found to have no right of appeal, by occupational category, 1984

	A	Appeals allowed		Ap	peals dismissed			
Occupational category	With hearing	With hearing (department conceded)	Without hearing (department conceded)	With hearing	With hearing (appellant withdrew)	Without hearing (appellant withdrew)	No right of appeal <sup>a</sup>	Total
Management	8	0	0	4	0	10	2	2
Scientific and Professional	16	1	0	49	9	31	7	11
Administrative and Foreign Service	180	3	0	452	102	173	197	1,10
Technical	36	5	0	96	18	61	36	25
Administrative Support	75	10	0	153	63	90	55	44
Operational	84	16	3	152	53	60	69	43
Total	399	35	3	906	245	425	366	2,37

<sup>&</sup>lt;sup>a</sup>The appeal board had no jurisdiction to hear the appeal.



Appeals and department
Number of appelants whose appeals were allowed or dismissed or who were found to have no right of appeal, by department, 1984

	A	Appeals allowed		Арр	eals dismissed			
Ameriment	With hearing	With hearing (department	Without hearing (department	With hoosing	With hearing (appellant	Without hearing (appellant	No right of	Total
epartment	with hearing	conceded)	conceded)	With hearing 20	withdrew)	withdrew)	appeal*	
anada Labour Relations Board	0	0.	0	0	0	0	1	84
anadian Human Rights Commission	0	0	0	0	0	1	0	1
anadian International Development	0	0		0	0	1	U	1
gency -	26	0	0	1	2	3	1	33
anadian Transport Commission	0	0	0	8	0	0	0	8
ommunications	1	0	0	1	1	2	0	5
onsumer and Corporate Affairs	6	0	0	5	2	5	0	18
orrectional Service of Canada	45	1	0	92	25	25	49	237
mployment and Immigration	67	7	0	221	57	68	150	570
nergy, Mines and Resources	3	0	0	8	0	5	2.	18
nvironment	9	1	0	38	5	17	9	79
eternal Affairs	22	0	0	17	5	10	3	57
ederal Court	3	0	0	3	0	0	0	6
nance	0	0	0	0	0	1	0	1
sheries and Oceans	5	1	0	12	2	5	7	32
imigration Appeal Board	0	0	0	0	1	1	0	2
dian Affairs and Northern Development	2	0	0	12	3	5	9	31
	1	0	0	2	0	1	0	4
stice	3	1	0	1	0	1	0	6
-	2	0		5	2	2	1	
lbour			3	99			35	12 255
Intional Defence (civilian)	34	11		1	26	47		
htional Energy Board	0	0	0		0	0	0	1
Itional Health and Welfare	3	0	0	23	9	20 7	13	68
htional Library of Canada	0	0	0	0	0	0	1	8
Ational Museums of Canada	0	0	0	0				1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Ntional Revenue (Customs and Excise)	18	0	0	61	18	30	25	152
Ational Revenue (Taxation)	48	0	0	93	22	39	13	215
Clice of the Auditor General of Canada	0	0	0	0	0	1	0	1
Cfice of the Chief Electoral Officer	0	0	0	0	1	0	0	1
Cfice of the Commissioner of Official Inguages	0	0	0	0	1	0	0	1
Cices of the Information and Privacy				U	1		0	
Cmmissioners	1	0	0	2	0	3	3	9
Pision Review Board	1	0	0	1	0	1	2	5
Pvy Council Office	0	0	0	1	0	0	0	1
Polic Archives of Canada	0	0	0	2	1	2	0	5
Polic Service Commission	0	0	0	7	3	4	2	16
Polic Service Staff Relations Board	0	0	0	0	0	1	0	1
Polic Works	4	0	0	21	6	8	2	41
Rional Economic Expansion	0	0	0	0	0	1	0	1
Rional Industrial Expansion	2	0	0	7	1	7	3	20
R/al Canadian Mounted Police					, A			20
(Iblic Service employees)	2	0	0	4	1	2	1	10
Scretary of State of Canada	0	0	0	4	2	2	1	9
Scitor General	0	0	0	2	1	2	0	5
Stistics Canada	8	0	0	9	0	2	1	20
Stply and Services	9	1	0	17	7	22	2	58
Tinsport	34	9	0	94	20	52	25	234
	0	0	0	0	0	1	0	1
Trasury Board Verans Affairs	7	0	0	12	4	10	2	35

<sup>&</sup>lt;sup>a</sup>Thappeal board had no jurisdiction to hear the appeal.



Selection processes, appeals and occupational category Selection processes which were appealable, were appealed, were appealed and disposed of, and against which one or more appeals were allowed, by occupational category, 1984

		Selection p	processes	
Occupational category Management	Appealable	Appealeda	Appealed and disposed of <sup>a</sup>	Appeals allowed
	288	17	21	6
Scientific and Professional	1,029	90	79	10
Administrative and Foreign Service	5,138	618	610	96
Technical	1,326	163	170	19
Administrative Support	5,654	300	285	49
Operational	1,577	296	219	40
Total	15,012	1,484	1,384	220

<sup>&</sup>lt;sup>a</sup>The number of selection processes appealed and the number of selection processes appealed and disposed of are not the same because an appeal lodged in one year may not be disposed of until the following year.



## Selection processes, appeals and department

Selection processes which were appealable, were appealed, were appealed and disposed of, and against which one or more appeals were allowed, by department, 1984

		Selection p	rocesses	
Department	Appealable	Appealed <sup>a</sup>	Appealed and disposed of <sup>a</sup>	Appeals allowed
Agriculture	524	51	46	8
Canada Labour Relations Board	6	1	1	0
Canadian Human Rights Commission	16	2	1	0
Canadian International Development Agency	104	22	24	17
Canadian Radio-television and Telecommunications Commission	33	2	0	0
Canadian Transport Commission	59	8	5	0
Communications	140	8	5	1
Consumer and Corporate Affairs	161	14	16	4
Correctional Service of Canada	616	134	94	22
Employment and Immigration	2,777	264	268	38
Energy, Mines and Resources	276	15	15	3
Environment	704	63	58	6
External Affairs	133	19	25	7
Federal Court	29	4	5	2
Finance	75	3	1	0
Fisheries and Oceans	483	28	27	3
Immigration Appeal Board	8	2	2	0
Indian Affairs and Northern Development	384	35	29	2
Insurance	18	3	3	1
Justice	68	6	6	4
Labour	54	9	10	2
National Defence (civilian)	1,683	178	166	30
National Energy Board	51	1	1	0
National Health and Welfare	757	55	51	3

## Table 46—Continued

		Selection p	processes	
Department	Appealable	Appealeda	Appealed and disposed of <sup>a</sup>	Appeals allowed
National Library of Canada	22	2	2	0
National Museums of Canada	35	1	1	0
National Revenue (Customs and Excise)	630	85	84	8
National Revenue (Taxation)	1,135	129	107	19
Office of the Auditor General of Canada	11	0	1	0
Office of the Chief Electoral Officer	1	1	1	0
Office of the Commissioner of Official Languages	5	1	1	0
Offices of the Information and Privacy Commissioners	4	4	3	1
Pension Review Board	66	5	5	1
Privy Council Office	25	1	1	0
Public Archives	48	5	5	0
Public Service Commission	123	11	10	0
Public Service Staff Relations Board	22	1	1	0
Public Works	400	30	24	3
Regional Economic Expansion	1	0	1	0
Regional Industrial Expansion	172	20	19	2
Royal Canadian Mounted Police (Public Service employees)	188	10	9	2
Secretary of State of Canada	164	11	9	0
Solicitor General	44	5	4	0
Statistics Canada	241	10	9	2
Supply and Services	792	40	37	4
Supreme Court	5	1	0	0
Transport	1,283	160	165	22
Treasury Board	20	1	1	0
Veterans Affairs	304	23	25	3
Other departments	112	0	0	0
Total	15,012	1,484	1,384	220

<sup>&</sup>lt;sup>a</sup>The number of selection processes appealed and the number of selection processes appealed and disposed of are not the same because an appeal lodged in one year may not be disposed of until the following year.



Appeals, appointing authority and type of selection processes

Number of selection processes which were appealable, were appealed, for which appeals were disposed of, and fo which one or more appeals were allowed; number of appellants whose appeals were allowed, dismissed or who were found to have no right of appeal, by appointing authority and type of selection process, 1984

	Selection	processes		Dispos	sition of appea	ıls	
Appealable	Appealed <sup>a</sup>	Appealed and disposed of <sup>a</sup>	Appeals allowed	Appeal allowed	Appeal dismissed	No right of appeal <sup>b</sup>	Tota
242	22	20	12	24	21	1	
						1	4
260	30	25	14	20	7	6	3:
502	52	54	27	44	28	7	7:
9,177	1,025	1,033	149	275	1,333	88	1,69
5,333	407	297	44	118	215	271	60-
14,510	1,432	1,330	193	393	1,548	359	2,30
9,419	1,047	1,062	162	299	1,354	89	1,74
5,593	437	322	58	138	222	277	63
15,012	1,484	1,384	220	437	1,576	366	2,37
	242 260 502 9,177 5,333 14,510 9,419 5,593	Appealable         Appealeda           242         22           260         30           502         52           9,177         1,025           5,333         407           14,510         1,432           9,419         1,047           5,593         437	Appealable         Appealed <sup>a</sup> disposed of <sup>a</sup> 242         22         29           260         30         25           502         52         54           9,177         1,025         1,033           5,333         407         297           14,510         1,432         1,330           9,419         1,047         1,062           5,593         437         322	Appealable         Appealed and disposed of a disposed of a disposed of a allowed         Appeals allowed           242         22         29         13           260         30         25         14           502         52         54         27           9,177         1,025         1,033         149           5,333         407         297         44           14,510         1,432         1,330         193           9,419         1,047         1,062         162           5,593         437         322         58	Appealable         Appealed <sup>a</sup> Appealed and disposed of <sup>a</sup> Appeals allowed         Appeals allowed           242         22         29         13         24           260         30         25         14         20           502         52         54         27         44           9,177         1,025         1,033         149         275           5,333         407         297         44         118           14,510         1,432         1,330         193         393           9,419         1,047         1,062         162         299           5,593         437         322         58         138	Appealable         Appealed and disposed of a disposed of a disposed of a allowed         Appeal allowed allowed allowed dismissed         Appeal allowed dismissed           242         22         29         13         24         21           260         30         25         14         20         7           502         52         54         27         44         28           9,177         1,025         1,033         149         275         1,333           5,333         407         297         44         118         215           14,510         1,432         1,330         193         393         1,548           9,419         1,047         1,062         162         299         1,354           5,593         437         322         58         138         222	Appealable         Appealed a disposed of a disposed of allowed         Appeals allowed         Appeal allowed dismissed         No right of appeal dismissed           242         22         29         13         24         21         1           260         30         25         14         20         7         6           502         52         54         27         44         28         7           9,177         1,025         1,033         149         275         1,333         88           5,333         407         297         44         118         215         271           14,510         1,432         1,330         193         393         1,548         359           9,419         1,047         1,062         162         299         1,354         89           5,593         437         322         58         138         222         277

<sup>&</sup>lt;sup>a</sup>The number of selection processes appealed and the number of selection processes appealed and disposed of are not

The number of selection processes disposed of is lower than the grand total of appeals, as there can be more than one appeal against a given selection process.



**Developmental training and location** 

Number of participants taking Public Service Commission developmental training courses, by subject area and location, 1984

	Location								
Subject area	NCR	Halifax	Montreal	Toronto	Winnipeg	Edmonton	Vancouver	Tot	
Management Orientation <sup>a</sup>	1,181	17	21	0	13	41	19	1,2	
Management Theory and Practices	1,890	96	209	136	132	119	65	2,6	
Informatics	2,027	92	114	120	59	33	49	2,4	
Financial Management	1,287	268	97	151	122	120	150	2,1	
Materiel Management	261	25	73	11	36	38	18	4	
Seminars	975	0	0	0	0	0	0	9'	
Personnel Management	1,418	151	106	81	182	112	109	2,1	
Systems Approach to Training	88	0	0	0	0	15	0	1	
Individual Development	262	55	27	74	54	0	31	5	
Auditing	0	0	21	0	0	0	0		
Total	9,389	704	668	573	598	478	441	12,8	

<sup>&</sup>lt;sup>a</sup>Includes management courses for the Career Assignment Program.

the same because an appeal lodged in one year may not be disposed of until the following year.

<sup>&</sup>lt;sup>b</sup>The appeal board had no jurisdiction to hear the appeal.



## **Developmental training and language of instruction** Number of Public Service Commission developmental training

Number of Public Service Commission developmental training courses conducted, by subject area and language of instruction, 1984

	1	Language of instruction				
Subject area	French	English	Bilingual	Total		
Management Orientationa	8	47	3	58		
Management Theory and Practices	41	109	0	150		
Informatics	21	103	0	124		
Financial Management	17	90	0	107		
Materiel Management	7	17	0	24		
Seminars	10	36	0	46		
Personnel Management	34	99	0	133		
Systems Approach to Training	3	6	.0	9		
Individual Development	5	22	0	27		
Auditing	2	0	0	2		
Total	148	529	3	680		



## Developmental training and occupational category

Number of participants taking Public Service Commission developmental training courses, by subject area and occupational category, 1984

			Occi	pational Cate	gory			
Subject area	Manage- ment	Scientific and Profes- sional	Adminis- trative and Foreign Service	Technical	Adminis- trative Support	Opera- tional	Othera	Total
Management Orientation <sup>b</sup>	282	60	433	33	38	0	446	1,292
Management Theory and Practices	3	217	1,190	164	432	1	640	2,647
nformatics	10	117	1,008	172	544	0	643	2,494
Financial Management	16	94	927	72	714	1	371	2,195
Material Management	0	5	140	11	176	0	130	462
eminars	364	46	100	4	2	0	459	975
Personnel Management	1	67	845	83	735	5	423	2,159
systems Approach to Training	0	1	76	3	4	0	19	103
ndividual Development	59	24	181	35	62	1	141	503
Auditing	0	2	16	0	1	0	2	21
otal	735	633	4,916	577	2,708	8	3,274	12,851

occupational category not specified on application for training.
neludes management courses for the Career Assignment Program.



## Language training and region

Number of students taking language courses, by language studied, type of course and region, 1984

		1	Region			
Language studied Type of course	NCR	Atlantic	Quebec	Ontario	West	Total
French						
Continuous	1,852	207	36	76	48	2,219
Non-continuous	2,425	255	207	58	27	2,972
Special	31	34	197	7	2	271
Outside working hours	1,323	952	75	783	1,571	4,704
Total	5,631	1,448	515	924	1,648	10,166
English						
• Continuous	131	0.	340	0	0	471
Non-continuous	648	0	290	19	6	963
Special	14	29	0	0	0	43
Outside working hours	220	2	782	18	2	1,024
Total	1,013	31	1,412	37	8	2,501
Grand total	6,644	1,479	1,927	961	1,656	12,667



Language training (basic continuous courses)
Number of students in basic continuous full-time day courses, by occupational category, language studied and year of enrolment, 1984

	French				English			Total	
Occupational category	Enrolled in 1983°	Enrolled in 1984	Total	Enrolled in 1983a	Enrolled in 1984	Total	Enrolled in 1983 <sup>a</sup>	Enrolled in 1984	Grand total
Management	20	60	80	0	0	0	20	60	80
Scientific and Professional	121	182	303	24	46	70	145	228	373
Administrative and Foreign Service	329	468	797	50	49	99	379	517	896
Technical	77	80	157	30	34	64	107	114	221
Administrative Support	239	276	515	84	75	159	323	351	674
Operational	16	15	31	8	14	22	24	29	53
Other <sup>b</sup>	158	176	334	22	37	59	180	213	393
Total	960	1,257	2,217	218	255	473	1,178	1,512	2,690

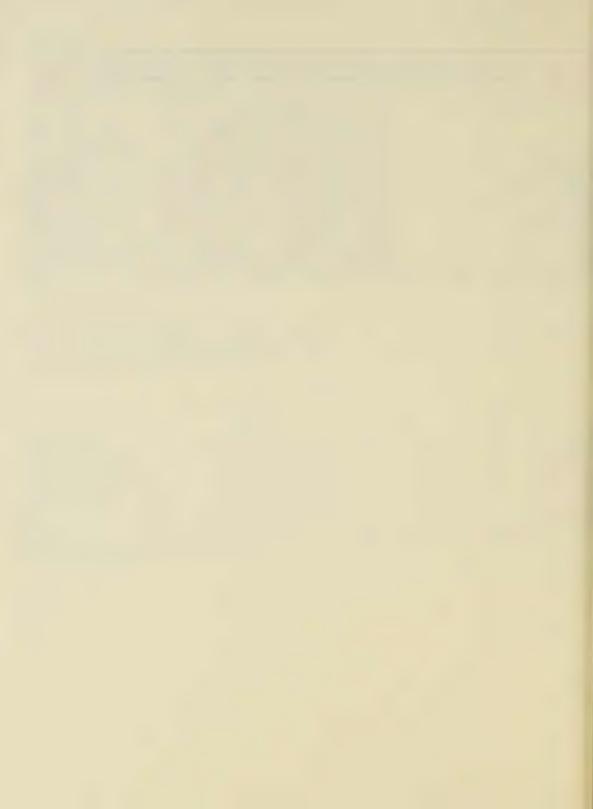
<sup>&</sup>lt;sup>a</sup> Includes students who continued their training in 1984 only.

<sup>b</sup>Students from departments and agencies not included in the Offical Languages Information System (OLIS).

Language training (other courses)
Number of students in other types of courses, by occupational category, language studied and year of enrolment,

			Language	studied					
		French			English		Total		
Occupational category	Enrolled in 1983°	Enrolled in 1984	Total	Enrolled in 1983 <sup>a</sup>	Enrolled in 1984	Total	Enrolled in 1983 <sup>a</sup>	Enrolled in 1984	Grand total
Management	64	285	349	0	5	5	64	290	354
Scientific and Professional	309	856	1,165	20	251	271	329	1,107	1,436
Administrative and Foreign Service	472	1,349	1,821	23	388	411	495	1,737	2,232
Technical	165	387	552	9	113	122	174	500	674
Administrative Support	570	1,540	2,110	94	647	741	664	2,187	2,851
Operational	42	106	148	11	92	103	53	198	251
Other <sup>b</sup>	513	1,289	1,802	50	327	377	563	1,616	2,179
Total	2,135	5,812	7,947	207	1,823	2,030	2,342	7,635	9,977

Includes students who continued their training in 1984 only.
Students from departments and agencies not included in the Offical Languages Information System (OLIS).







## Acting appointment

The designation of a person to carry out, for a temporary period, the duties and responsibilities of a position having a higher maximum rate of pay.

## Affirmative action

An approach which applies specific analytical tools to identify the sources of discrimination against certain underrepresented groups and to remove any obstacles to the equitable representation of these groups in Public Service employment.

## Appeal

A request made to have a board, established under paragraph 5(d) of the Public Service Employment Act, inquire into the circumstances of an appointment or proposed appointment from within the Public Service, or of a recommendation for release or demotion because of incompetence or incapacity.

## Appealable selection processes

Certain selection processes that are subject to appeal under section 21 of the *Public Service Employment Act*.

## Appealed selection processes

Selection processes against which one or more appeals have been lodged.

# Appointment to the Public Service

Appointment made from the general public or from a government agency not subject to the Public Service Employment Act.

# Appointment within the Public Service

An appointment within or between departments, subject to the *Public Service Employment Act*.

### Assignment

The temporary designation of a person, usually within the same department, to perform certain tasks, without affecting the person's appointment status.

# Audit or integrated personnel audit

The systematic review and assessment of departments and agencies to determine the extent to which the Treasury Board's or the Public Service Commission's personnel policies, procedures and systems are being complied with and how well delegated personnel authority is being managed.

## Bilingual position

### Staffed imperatively

A bilingual position whose language requirements must be met by the candidate upon appointment.

### Language requirement suspended

A bilingual position whose language requirement is suspended for candidates 55 years of age or over, or on compassionate grounds.

### Staffed non-imperatively

A bilingual position to which candidates who have not met the language requirements may be appointed, if they:

- are eligible for language training at public expense;
- have satisfied the Commission that they have the ability to succeed in language training; and
- agree in writing to meet the language requirements of the position within the specified time, or, if unable to do so, to accept a transfer to a position for which they are qualified.

## Closed competition

A competition open only to people employed in the Public Service. Prospective candidates are invited to apply for positions advertised by poster, or are identified from an inventory of eligible employees.

Competition, see Open competition and Closed competition.

## Delegation of staffing authority

Authorization that the Commission gives a deputy head to exercise some of its powers, functions and duties, subject to certain terms and conditions. The Commission also approves the delegation, by the deputy head, of these powers, functions, and duties to certain persons within his/her jurisdiction.

### Demotion

Appointment of an employee to a position for which the maximum rate of pay is lower than that of the employee's former position. This is done because of incompetence or incapacity, and is based on a departmental recommendation under section 31 of the *Public Service Employment Act*.

## Deployment

Appointment, subject to the Management Category Exclusion Approval Order, of an employee in the Management Category to another position at the same, higher, or lower level than that of the employee, provided there is no change in the personal classification of the employee.

## Downward transfer

Appointment of an employee to a position at a lower level in the same occupational group or subgroup, or in another group or subgroup for which the maximum rate of pay is lower than that of the employee's former position.

## Employee mobility

The movement of an employee within or between departments, or where either the occupational group or subgroup changes, or the type of employment changes, such as from specified period to indeterminate.

## Employee on probation

An employee whose capabilities and competence to fulfill the requirements of the position through the performance of its duties and responsibilities are being tested during a designated period following appointment.

## Exemption

- The dispensation granted by Orderin-Council to a unilingual person to compete for a non-imperative staffing of a bilingual position and to be appointed to it under certain conditions, without being qualified to the level of the language requirements of his/her position in his/her second official language.
- A mechanism used by the Commission to exempt, from having to be assessed each time they are involved in a staffing action, those persons who demonstrate a high degree of proficiency and permanence in their second- language skills.

## Executive (EX) group

The senior group of the Management Category, consisting of five levels up to and including most assistant deputy ministers.

## Full-time employment

The employment of a person ordinarily required to work the standard weekly hours set out in the relevant collective bargaining agreement or, where one is not applicable, set out by the employer.

Imperative staffing (see Bilingual position)

## Indeterminate employment

Part-time or full-time employment with no fixed duration.

# Instrument of delegation of staffing authority

A document through which the Commission authorizes a deputy head to exercise certain of its powers, and perform functions and duties, subject to certain terms and conditions, and approves the delegation by the deputy head of these powers, functions, and duties to certain persons within his/her jurisdiction.

Integrated Personnel Audit (see Audit)

## Integrated management process

Process whereby management activities from the planning sub-elements up, and decisions associated with resource allocation and information systems, are closely coordinated and integrated.

Language requirement suspended (see Bilingual position)

## Language standard

A formalized description of the levels of second-language proficiency required for each language skill in order to carry out the functions and duties of a bilingual position.

## Lateral transfer

Appointment of an employee to a position in the same occupational group, subgroup and level, or in another group or subgroup for which the maximum rate of pay is the same as that of the employee's former position.

### Lay-off

The termination of a person's employment, under subsection 29(1) of the *Public Service Employment Act*, "where the services of an employee are no longer required because of lack of work or because of discontinuance of a function." Under these circumstances, the deputy head may lay off the employee, in accordance with Commission regulations. This decision is not subject to appeal.

## Linguistic profile

The levels of language proficiency required, in both official languages, in three abilities: reading, writing and oral interaction.

# Language status of an incumbent

The employee's status in meeting the language requirements of a bilingual position: "met," "must meet," or "not required to meet."

# Language requirements of a position

The language or languages to be used by the incumbent of a position in performing the duties of the position: bilingual, English essential, French essential, or English or French essential.

## Management Category

An occupational category composed of two groups (EX and SM), including senior personnel with responsibility for policy development; program formulation and delivery; design and operation of management processes; and management of personnel, finances, and public affairs.

Non-imperative staffing (see Bilingual position)

### Occupational Category

A broad series of job families characterized by the nature of the functions performed and the extent of academic preparation required.

## Occupational group

An occupational category sub-division comprising similar kinds of work requiring similar skills. It often bears a relationship to an identifiable labour market outside the Public Service.

## Open competition

A competition open to people from within and outside the Public Service.

# Opportunity for advancement prejudicially affected

The Commission's opinion that an employee's immediate career progression has been or would be hindered by the appointment or proposed appointment, without competition, of another employee. The opinion of prejudical effect determines that an appeal board has jurisdiction to hear an appeal.

### Oral interaction

Listening and speaking abilities conidered as a single act of communicaion. In order to determine the ability o communicate in the second official anguage, one test "oral" interaction, is dministered.

## Part-time employment 'excluded from the Public Service Employment Act)

he employment of a person ordinarily ot required to work more than onenird of the standard daily or weekly ours established for people doing milar work (effective 1 January 981).

# Part-time employment (subject to the Public Service Employment Act)

The employment of a person ordinarily required to work more than one third of the standard daily or weekly hours established for people doing similar work (effective January 1, 1981).

### Post-audit

Follow-up activity to an audit to determine the extent, adequacy, nature and quality of departmental action to correct audit findings.

### Priority

### Administrative

Entitlement to consideration for appointment before others and without competition, based on Commission policy.

### Statutory

Entitlement to appointment or consideration for appointment before others and without competition, as stipulated in the *Public Service Employment Act*.

### **Surplus**

Entitlement to consideration for appointment before others and without competition, granted to employees identified for lay-off who are considered suitable for appointment.

### Promotion

Appointment of an employee to a position at a higher level in the same occupational group or subgroup, or in another group or subgroup, for which the maximum rate of pay is greater than that of the employee's former position.

# Reappointment for an additional term

Appointment of a term employee to a position in the same occupational group, subgroup, and level, where the new appointment is for a specified period. For statistical reasons, only appointments of employees whose total period of employment amounts to six months or more in the same position, are tabulated.

## Reclassification

Appointment of an employee to a position that has been re-evaluated, where the occupational category, group, subgroup, or level changes from the position's previous classification.

## Referral

The presentation of possibly qualified candidates, identified through an inventory, for consideration for vacancies.

# Release for incompetence or incapacity

The termination of a person's employment under subsection 31(1) of the *Public Service Employment Act*, "where an employee, in the opinion of the deputy head, is incompetent in performing the duties of the position he occupies or is incapable of performing those duties." This release is recommended to the Commission by the deputy head, and can be appealed by the employee to a board established by the Commission.

## Resourcing

Certain activities carried out by the Commission relating to the Management Category: planned interdepartmental deployment; staffing; and counselling members of the category.

## Revolving fund

A revolving fund is a continuing or non-lapsing authorization by Parliament to make payments out of the Consolidated Revenue Fund for working capital, capital acquisitions, and temporary financing of accumulated operating deficits. It is an authorization to draw on the Consolidated Revenue Fund, not a segregation of cash. A fund is a means by which Parliament provides continuing authorization for an operation that is funded completely by users, or partly by users and partly by subsidization. The authorization is intended to permit the value of the services of the fund to be charged to the users, although this may not occur in all instances.

## Right of appeal

The entitlement to have an appointment or proposed appointment from within the Public Service, or a recommendation for release or demotion because of incompetence or incapacity, inquired into by an appeal board.

## Seasonal employment

Part-time or full-time employment for certain parts of the year only.

## Selection with competition

A selection process where either a competition poster or an inventory is used to identify candidates.

## Selection without competition

A selection process consisting of a reclassification, lateral transfer, downward transfer, promotion, or priority appointment.

## Senior management (SM) group

The group immediately below the executive group in the Management Category.

## Separation

The termination of a person's employment from that part of the public service where the Commission has the exclusive right and authority to appoint.

## Specified period employment

Part-time or full-time employment for a predetermined period (a term employee). In the report, only term employees with specified periods of employment of six months or more are included.

## Systemic

Which finds its source or explanation in the qualities or shortcomings inherent in a system or organization.

## Training

### Orientation training

Training to provide information to employees about their new work environment.

## Professional, technical and vocational training

Training to ensure that employees are able to perform their current functions at the level of performance required by the employer.

### Developmental training

Training to ensure that qualified employees will be available to meet identified human resources requirements.

*Transfer* (see Lateral transfer or Downward transfer)

## Types of appointment

Different ways of being appointed to position: Promotion, lateral transfer downward transfer, demotion, reap pointment for an additional term reclassification.

## Types of employment

Employment varies with duration of the appointment: indeterminatemployment, specified period employment, seasonal employment, full-timemployment and part-time employment.

### Underrepresentation

Employment in the Public Service of a particular group of individuals whos numbers are less than might be expected given the representation of such persons in the labour market.





## Headquarters

L'Esplanade Laurier, West Tower 300 Laurier Avenue West Ottawa, Ontario KIA 0M7 (613) 996-5010 TDD\* 993-4126

## Regional Offices

## Atlantic

Brunswick Building 1888 Brunswick Street 7th Floor Halifax, Nova Scotia B3J 1M8 (902) 426-2171 TDD 426-6246

### Quebec

Guy Favreau Complex, West Tower 200 Dorchester Boulevard West 3th Floor Montreal, Quebec 12Z 1X4 (514) 283-6315 DD 283-2467

### National Capital

languard Building 71 Slater Street nd Floor Ittawa, Ontario [1A 0M7 613) 996-9676 CDD 996-1205

### Intario

rofessional Building 80 Dundas Street West oronto, Ontario 15G 2A8 116) 369-3131 DD 369-2269

Telecommunication Device for the Deaf

## District Offices

Brunswick Building 1888 Brunswick Street 7th Floor Halifax, Nova Scotia B3J 1M8 (902) 426-2171

Central and Eastern Trust Building 860 Main Street Room 603 Moncton, New Brunswick E1C 1G2 (506) 388-6622

Guy Favreau Complex, West Tower 200 Dorchester Boulevard West 8th Floor Montreal, Quebec

H2Z 1X4

(514) 283-5772

Government of Canada Building, West 354 Water Street 2nd Floor St. John's, Newfoundland A1C 1C4 (709) 772-4314

Confederation Court Mall 134 Kent Street 3rd Floor Charlottetown, Prince Edward Island C1A 8R8 (902) 566-7025

Place Sillery 1126 Chemin St-Louis Room 205 Sillery, Quebec G1S 1E5 (418) 648-3372

### Regional Offices

### Manitoba and Saskatchewan

Credit Foncier Building 286 Smith Street Room 500 Winnipeg, Manitoba R3C 0K6 (204) 949-2166 TDD 949-6066

### Alberta and the Northwest Territories

Capital Place 9707 - 110th Street 2nd Floor Edmonton, Alberta T5K 2L9 (403) 420-3140 TDD 420-3130

### Pacific and Yukon

Pacific Centre Toronto Dominion Tower 700 Georgia Street West 8th Floor P.O. Box 10282 Vancouver, British Columbia V7Y 1E8 (604) 666-0696 TDD 666-6868

### District Offices

Credit Foncier Building 286 Smith Street Room 500 Winnipeg, Manitoba R3C 0K6 (204) 949-2069

Imperial Bank of Commerce Building 1867 Hamilton Street Room 1010 Regina, Saskatchewan S4P 2C2 (306) 359-5720

Capital Place 9707 - 110th Street 2nd Floor Edmonton, Alberta T5K 2L9 (403) 420-3138

Precambrian Building 4922 - 52nd Avenue P.O. Box 2730 Yellowknife, Northwest Territories X1A 2R1 (403) 873-3525

Pacific Centre Toronto Dominion Tower 700 Georgia Street West 8th Floor P.O. Box 10282 Vancouver, British Columbia V7Y 1E8 (604) 666-0698

Yukon Centre 4114 - 4th Avenue Room 302 Whitehorse, Yukon Y1A 4N7 (403) 668-4487

**B3C 0K9** 

### Bureaux de district

Manitoba et Saskatchewan Bureaux régionaux

Immeuble du Crédit Foncier

Winnipeg (Manitoba)

286, rue Smith

Bureau 500

0272-925 (305) 24P 2C2 Regina (Saskatchewan) 1867, rue Hamilton Bureau 1010 Impériale de Commerce Immeuble de la Banque Canadiena

Yellowknife (Territoires du

Immeuble Precambrian

6907-676 (707) K3C 0Ke Winnipeg (Manitoba) 286, rue Smith Bureau 500 Immeuble du Crédit Foncier

(403) 450-3138 **L2K 5F6** Edmonton (Alberta) 9707, 110° rue 2º étage Place Capital

8690-999 (+09) AJK IE8 Vancouver (Colombie-Britannique) C.P. 10282 700, rue Georgia ouest 8° étage Dominion Centre Pacific, Tour Toronto

> VLWE: 949-6066 (504) 646-5166

Place Capital Alberta et Territoires du Nord-Ouest

VLWE: \$50-3130 (403) 450-3140 **LSK 5F9** Edmonton (Alberta) 9707, 110° rue 2° étage

YLWE: 666-6868

9690-999 (†09) AJK IE8 Vancouver (Colombie-Britanique) C.P. 10282 700, rue Georgia ouest 8° étage Dominion Centre Pacific, Tour Toronto Pacifique et Yukon

L8tt-899 (£0t) LND VIX Whitehorse (Yukon) 4114, 4º avenue Bureau 302 Centre Yukon

(403) 873-3525

Nord-Ouest)

4922, 52° avenue

XIA 2RI



## Administration centrale

tions pour malentendants): 993-4126 ATME (appareil de télécommunica-0105-966 (£19) KIY OW1 Ottawa (Ontario) 300, avenue Laurier ouest L'Esplanade Laurier, Tour ouest

## Bureaux régionaux

VLWE: 459-9549 1712-62171 B31 IW8 Halifax (Nouvelle-Ecosse) 1888, rue Brunswick 7° etage Immeuble Brunswick Atlantique

# Immeuble Central and Eastern Trust

7799-888 (905) EIC ICT Moncton (Nouveau-Brunswick) 860, rue Main Bureau 603

CIZ IE2 Montréal (Québec) Zillery (Quebec) 200, boulevard Dorchester ouest Bureau 205 Complexe Guy-Favreau, Tour ouest Place Sillery

## (214) 583-2115 H2Z IX4 8° étage

YLWE: 583-5467 (214) 583-6315 H2Z IX4 Montréal (Québec) 200, boulevard Dorchester ouest 8° étage Complexe Guy-Favreau, Tour ouest

## Immeuble Vanguard Capitale nationale

Quebec

VLWE: 669-1502 9496-966 (819) KIY OW1 Ottawa (Ontario) I71, rue Slater 2º étage

VLWE: 398-559 1818-698 (614) MSG 2A8 Toronto (Ontario) 180, rue Dundas ouest Immeuble Professional

## Bureaux de district

Halifax (Nouvelle-Ecosse)

1888, rue Brunswick

Immeuble Brunswick

1712-62171

B311M8

7° étage

Mail Confederation Court t184-277 (907) VIC 1Ct St. John's (Terre-Neuve) 354, rue Water 2º étage

Edifice du gouvernement du Canada,

Charlottetown (Ile-du-Prince-Edouard) 134, rue Kent 3° étage

\$701-995 (706)

CIY 8K8

onest

1126, chemin St-Louis

(418) 648-3372

## Vévification

délèguent.

Examen et évaluation systématique des ministères et organismes afin de déterminer dans quelle mesure ils respectent les politiques, directives et systèmes relatifs au personnel et de quelle manière ils administrent les pouvoirs que la Commission de la Fonction que la Commission de la Fonction

publique ou le Conseil du Trésor leur

### Sous-représentation

Représentation moindre que celle à laquelle on pourrait s'attendre d'un groupe donné parmi les employés de la Fonction publique, en considération de la représentation de ce groupe sur le marché du travail.

## Stagiaire

Employé dont la capacité d'exercer les fonctions de son poste est évaluée en fonction de son rendement au cours d'une période donnée qui suit immédiatement la nomination.

Statutaire, voir Priorité statutaire.

## Systeme de gestion intégré

Processus par lequel les activités de gestion, des sous-éléments de planification en montant, et les décisions liées aux systèmes d'affectation des ressources sont étroitement coordonnées et infégrées.

### Systemique

Qui tient aux qualités ou aux déficiences inhérentes à un système ou à un organisme.

la Commission. devant un comité établi à cette fin par appeler de cette recommandation par le sous-chef, et l'employé peut en Commission de la Fonction publique cette mesure est recommandée à la est incapable de remplir ces fonctions»;

## Rétrogradation

dans la Fonction publique. à l'article 31 de la Loi sur l'emploi ce sens par le ministère, conformément et par suite d'une recommandation en raisons d'incompétence ou d'incapacité occupait auparavant et ce, pour des ment est inférieur à celui du poste qu'il dont le maximum de l'échelle de traite-Nomination d'un employé à un poste

## Ressourcement

l'orientation de ses membres. la dotation des postes de la catégorie et déploiement interministériel des cadres, pour la catégorie de la gestion: le Activités exécutées par la Commission

## Selection par concours

la consultation d'un répertoire. l'affichage d'un avis de concours ou de Sélection de candidats par suite de

## Selection sans concours

promotion ou de nomination en priode mutation latérale ou régressive, de Sélection par voie de reclassification,

## 941011111 Situation linguistique du

guistiques d'un poste bilingue. n'a pas à satisfaire aux exigences lintitulaire a satisfait, doit satisfaire ou Indication permettant de savoir si le

Fonction publique. mément à la Loi sur l'emploi dans la cours avant d'autres personnes, conforration pour une nomination sans con-Droit d'être nommé ou pris en considéstatutaire

## promotion

auparavant. celui du poste que l'employé occupait l'échelle de traitement est supérieur à brofessionnel dont le maximum de de tout autre groupe ou sous-groupe groupe et sous-groupe professionnels ou de niveau supérieur au sein des mêmes Nomination d'un employé à un poste

## Reclassification

poste. groupe ou catégorie professionnels du tion du niveau ou des sous-groupe, lorsque celle-ci entraîne une modificaqui a fait l'objet d'une réévaluation Nomination d'un employé à un poste

## pour une période déterminée Reconduction d'une nomination

·siow sont continues et totalisent au moins six employés dont les périodes d'emploi dnes' ou ue tieut compte dne des occupait auparavant; à des fins statistisout identiques a ceux du poste qu'il groupes et sous-groupes professionnels un poste dont le niveau ainsi que les nommé pour une période déterminée à née d'un employé qui avait déjà été Nomination pour une période détermi-

## incapacité Renyoi pour incompétence ou

cice des fonctions de son poste, ou qu'il employe est incompetent dans l'exer-«lorsque, de l'avis du sous-chef, un l'emploi dans la Fonction publique, paragraphe 31(1) de la Loi sur Fin de la période d'emploi en vertu du

## linguistiques, s'ils ont au moins 55 ans n'ont pas à satisfaire aux exigences Poste bilingue pour lequel les candidats aux exigences linguistiques suspendues

ou pour des raisons humanitaires.

## Supiteingnil smyon

seconde langue officielle. d'un titulaire de poste bilingue dans sa anglais, langues secondes, exigibles degrés de maîtrise en français et en Description normalisée des habiletés et

## Postvévification

vérification. par le ministère qui a fait l'objet de la qualité des mesures correctives prises de constater la nature, l'étendue et la Suivi donné à une vérification en vue

## Présentation

qualifier pour un poste. dans un répertoire et susceptibles de se Fait de proposer des candidats recensés

## Profil linguistique

interaction orale. sion de l'écrit, expression écrite et cielles, dans trois habiletés: compréhenrequis, pour chacune des langues offi-Niveau de compétence linguistique

## Priorité

### d'autres personnes, conformèment à nue nomination sans concours avant Droit d'être pris en considération pour administrative

Fonction publique.

lité et considéré comme apte à l'emploi. employé appelé à être mis en disponibid'autres personnes, accordé à un nue nomination sans concours avant Droit d'être pris en considération pour d'employé excédentaire

nue politique de la Commission de la

## ənbijqnd Nomination a la Fonction

dans la Fonction publique. n'est pas régi par la Loi sur l'emple membre d'un organisme fèdèral qu rieur de la Fonction publique ou d'u' Nomination d'une personne de l'exté

## Fonction publique vomination au sein de la

supilang noitonod al saab ioldmed rus tère ou un organisme régi par la Lo ministérielle effectuée dans un minis Nomination intraministérielle ou inter

## Somination intérimaire

dn'elle occupe. ment est supérieur à celui du poste poste dont le taux maximum de traite les fonctions et les responsabilités d'ur accomplir, pendant une période donnée Designation d'une personne poul

## Poste bilingue

qualifiés.

tiques au moment de leur nomination. doivent satisfaire aux exigences linguis-Poste bilingue pour lequel les candidats a dotation impérative

## Poste bilingue auquel les candidats qui a dotation non impérative

s'ils sont admissibles à la formation ques peuvent être nommés: ne satistont pas aux exigences linguisti-

- la Commission de la Fonction s'ils démontrent, à la satisfaction de linguistique offerte aux frais de
- d'èchec, à accepter une mutation à tin de la periode spécifiée ou, en cas aux exigences linguistiques avant la s'ils s'engagent par écrit à satisfaire leur formation linguistique; publique, leur aptitude à réussin

nu boste bour lequel ils sont

appel). (cette décision n'est pas sujette à que, mettre l'employé en disponibilité de la Commission de la Fonction publipeut, en conformité avec les règlements

## Mobilité des employés

modalité d'emploi à une autre. professionnel à un autre ou d'une ministère, d'un groupe ou sous-groupe tère à un autre ou au sein du même Déplacement d'un employé d'un minis-

## Modalitės d'emploi

temps plein et emploi à temps partiel. déterminée, emploi saisonnier, emploi à terminée, emploi pour une période emploi: emploi pour une periode inde-Particularités relatives à la durée d'un

## Modalités de nomination

et reclassification. régressive, rétrogradation, reconduction promotion, mutation laterale, mutation Façons diverses d'accéder à un poste:

### Mutation

auparavant. ceini du poste que l'employe occupait l'échelle de traitement est identique à professionnel dont le maximum de de tout autre groupe ou sous-groupe groupe et sous-groupe professionnels ou de même niveau au sein des mêmes Nomination d'un employé à un poste laterale

## regressive

auparavant. celui du poste que l'employé occupait l'échelle de traitement est inférieur à professionnel dont le maximum de de tout autre groupe ou sous-groupe groupe et sous-groupe professionnels ou de niveau inférieur au sein des mêmes Nomination d'un employé à un poste

## Interaction orale

seul test dit d'interaction orale. en langue seconde, on administre un Phabileté à communiquer ou converser de communication. Pour déterminer orale considérées comme un seul acte Compréhension auditive et expression

## 12uuosaad ua noitatob ob orditam no evioruoq op uoitugėlėb ab tasmurteal

nes qui relèvent de lui. fonctions et devoirs à certaines persontion par le sous-chef de ces pouvoirs, qui s'appliquent, et approuve la délégaprécisant les restrictions et conditions ses pouvoirs, fonctions et devoirs en y chef à exercer, en son nom, certains de la Fonction publique autorise un sous-Document par lequel la Commission de

maire. Intérimaire, voir Nomination intéri-

Concours public et Concours restreint. par concours, Sélection sans concours, Méthodes de sélection, voir: Sélection

## Methode de selection

un appel a été interjeté. un appel, à propos de laquelle au moins Méthode de sélection ouvrant droit à ayant fait l'objet d'un appel

Fonction publique. cle 21 de la Loi sur l'emploi dans la lieu à un appel, conformément à l'arti-Méthode de sélection pouvant donner ouvrant droit à un appel

## Mise en disponibilité

touction»; en pareil cas, le sous-chef soit par suite de la suppression d'une sont plus requis, soit faute de travail, «lorsque les services d'un employé ne semploi dans la Fonction publique, paragraphe 29(1) de la Loi sur Fin de la période d'emploi en vertu du

d'octroi de subventions. L'autorisation a pour but de permettre d'imputer au compte des utilisateurs la valeur des services du fonds, mais cela ne se fait pas dans tous les cas.

## Formation

Initiation

Formation professionnelle et technique Formation visant à assurer que les employés sont aptes à s'acquitter de employés sont aptes à s'acquitter de leurs fonctions actuelles au niveau de leurs fonctions actuelles au niveau de

employés sur leur nouveau milieu de

Formation visant à renseigner les

rendement requis par l'employeur.

Perfectionnement
Formation visant à assurer qu'il y aura
du personnel compétent pour répondre
aux exigences futures de la Fonction
publique en ressources humaines.

Gestion, voir Catégorie de la gestion.

## Groupe de la direction

Oroupe professionnel supérieur de la catégorie de la gestion, qui comprend cinq niveaux et qui inclut la plupart des sous-ministres adjoints.

## Groupe de la gestion supérieure

Groupe professionnel inférieur de la calégorie de la gestion, qui ne comprend qu'un seul niveau.

## Groupe professionnel

Subdivision d'une catégorie professionnelle qui comprend des genres semblables de travail exigeant des aptitudes analogues. Ce terme a souvent un rapport avec un secteur identifiable du marché du travail à l'extérieur de la marché du travail à l'extérieur de la

## Exemption

- Privilège consenti par décret à un unilingue fonctionnel de postuler un emploi bilingue à dotation non impérative et d'y être nommé, sous certaines conditions, quitte à se certaines conditions, quitte à sofusifier dans as acconde langue officielle au niveau des exigences linguistiques de son poste dans un délai réglementaire après nomination. (Le temps ou période d'exemption.
- Mécanisme de certification du degré de bilinguisme d'un fonctionnaire dont la maîtrise de sa seconde langue officielle présente des caractéristiques de permanence, et en vertu duquel un fonctionnaire se voit dispensé de toute réévaluation subséquente en sa seconde langue officielle pour une période indéterminée.

## Exigences linguistiques du poste

La ou les langues que le titulaire d'un poste bilingue doit utiliser dans l'exercice des fonctions du poste: bilingue, français essentiel, anglais essentiel, anglais ou français essentiel.

Exigences linguistiques suspendues, voir Poste bilingue.

## Fonds renouvelable

ntilisateurs et, en partie, par voie par les utilisateurs on, en partie, par les nue une opération financée entièrement Parlement d'autoriser de sagon contireprésente un moyen permettant au d'une provision de caisse. Un fonds Fonds du revenu consolidé, et non pas s'agit d'une autorisation de tirer du des déficits accumulés d'exploitation. Il bilisation et du financement temporaire de roulement, de l'acquisition d'immodu revenu consolidé aux titres de fonds tuer des paiements au moyen du Fonds donnée par le Parlement en vue d'effecautorisation permanente ou continue On tonds renouvelable constitue une

## Emploi à temps partiel (régi par la Loi sur l'emploi dans la Fonction publique)

Emploi où le titulaire est habituellement tenu de faire plus du tiers des heures de travail quotidiennes ou hebdomadaires normales fixées pour les employés qui effectuent un travail semblable (en vigueur depuis le ler janvier 1981).

## Emploi à temps plein

Emploi où le titulaire est habituellement tenu de faire la semaine de travail normale prescrite par la convention collective pertinente ou, s'il est exclu de la négociation collective, par l'employeur.

## Emploi pour une période déterminée

Emploi à temps plein ou à temps partiel dont la durée est déterminée à l'avance. (Dans ce rapport annuel, la Commission de la Fonction publique ne rend compte que des employés nommés pour une période déterminée de six mois ou plus.)

## Emploi pour une période indéterminée

Emploi à temps plein ou à temps partiel dont la durée n'est pas déterminée.

## Emploi saisonnier

Emploi à temps plein ou à temps partiel où le titulaire ne travaille que pendant certaines périodes de l'année.

Excédentaive, voir Priorité d'employé



## Déploiement

de l'employé. modification de la classification même question, pourvu qu'il n'y ait aucune ou intérieur à celui de l'employé en un autre poste de niveau égal, supérieur employe de la categorie de la gestion à bres de la catégorie de la gestion, d'un tions du décret d'exclusion des mem-Nomination, sous réserve des disposi-

Direction, voir Groupe de la direction.

Dotation impérative, voir Poste bilin-

gue a dotation impérative.

bilingue à dotation non impérative. Dotation non imperative, voir Poste

## 19qqn'b 1101A

pour incompétence ou incapacité. dation de renvoi ou de rétrogradation Fonction publique ou d'une recommanq'une personne déjà membre de la nomination ou nomination proposée enquête sur les circonstances de la Droit d'obtenir qu'un comité d'appel

Fonction publique) par la Loi sur l'emploi dans la Emploi à temps partiel (non régi

(1861 raivns). semblable (en vigueur depuis le la employés qui effectuent un travail domadaires normales fixées pour les heures de travail quotidiennes ou hebment pas tenu de faire plus du tiers des Emploi où le titulaire n'est habituelle-

> finances et des relations publiques. tion, et de la gestion du personnel, des tonctionnement des systèmes de ges-

## Catégorie professionnelle

de la formation scolaire qu'ils exigent. qu'ils comportent et par l'importance caractérisés par la nature des fonctions Série d'emplois de la même famille

## Cessation d'emploi

de nomination. Commission possède tous les pouvoirs conction publique pour laquelle la Départ d'un employé de la partie de la

## Concours public

l'extérieur peuvent participer. Louction publique et les personnes de Concours auquel les employés de la

### Concours restreint

admissibles. moyen d'un répertoire d'employés postes à pourvoir ou sont identifiés au dre à un avis de concours annonçant les ber: les candidats sont invités à réponla Fonction publique peuvent partici-Concours auquel seuls les employés de

## matière de dotation en personnel Delegation de pouvoirs en

personnes qui relèvent de lui. voirs, tonctions et devoirs à certaines délégation par le sous-chef de ces pourisation, la Commission approuve la dni s'appliquent. Par cette même autoprécisant les restrictions et conditions ses pouvoirs, tonctions et devoirs en y chet d'exercer, en son nom, certains de Fouction publique accorde à un sous-Autorisation que la Commission de la

## Action positive

Fonction publique. sous-représentés dans les rangs de la discrimination envers certains groupes mes d'organisation et qui sont cause de caractéristiques inhérentes aux systèon tâche de déceler et d'éliminer les Ensemble de moyens précis par lesquels

## Affectation

sans modification de sa nomination. tuellement au sein du même ministère, certaines tâches à une personne, habi-Assignation, à titre temporaire, de

## quamosuvan, p Amoindrissement des chances

en appel devant un comité d'appel. nomination en question peut être portée Commission permet de déterminer si la poste sans concours. L'avis rendu par la est sur le point d'être nommé à un cas où un autre employè est nommè ou d'un employé sont amoindries dans le les chances immédiates d'avancement Fonction publique afin de déterminer si Avis rendu par la Commission de la

## 19ddV

on incapacité. de rétrogradation pour incompétence ou d'une recommandation de renvoi ou déjà membre de la Fonction publique nomination proposée d'une personne circonstances de la nomination ou d'un comité chargé d'enquêter sur les sur l'emploi dans la Fonction publique, sux termes de l'alinea 5 d) de la Loi Demande relative à l'établissement,

## Catégorie de la gestion

programmes, de la conception et du de la conception et de la direction des chargés de l'élaboration des politiques, superieure), qui englobe les cadres deux groupes (direction et gestion Catégorie professionnelle, divisée en

## Formation linguistique (cours de base continus)

Répartition des étudiants aux cours de base continue, à temps plein, le jour, selon la catégorie professionnelle, la langue étudiée et l'année d'inscription, 1984

069'7	1,512	871,I	£14	722	218	7,217	LSZ'I	096	IsioT
393	213	081	65	Lε	77	334	941	158	Autres
53	57	77	77	ÞΙ	8	31	SI	91	Exploitation
<b>⊅</b> ∠9	155	323	651	SL	<b>†</b> 8	SIS	917	539	Soutien administratif
122	t11	101	t9	34	30	LSI	08	LL	Technique
968	L15	6LE	66	67	05	L6L	897	379	Administration et service extérieur
ETE	228	StI	04	97	74	303	182	121	Scientifique et professionnelle
08	09	70	0	0	0	08	09	50	Gestion
bng12 lgtot	stinosn1 en p8e1	stirosn1 en 1983**	IstoT	Inscrits en 1984	Inscrits en 1983 <sup>a</sup>	IstoT	Inscrits en \$861	Inscrits en 1983a	Catégorie professionnelle
	I	EtoT		sislgn.^	7		sis2ns1	1	
					əşipn	Langue éi			-

\*Ne tient compte que des étudiants inscrits en 1983 qui ont pourairi leur cours en 1984. bComprend les étudiants des ministères et organismes ne faisant pas partie du Système informatisé sur les langues
officielles (SILO).

22

## Formation linguistique (autres cours)

Répartition des étudiants à tous les autres cours, selon la catégorie professionnelle, la langue étudiée et l'année d'inscription, 1984

Lotal	2,135	218,2	LÞ6'L	207	1,823	2,030	2,342	2£9,7	641'7
Autresb	513	1,289	1,802	0\$	327	TTE	595	919'1	
noitatiolaxE	77	901	841	II	76	103	53	861	157
Jistratinimbs neituos	OLS	042,1	2,110	<b>7</b> 6	Lt9	147	<del>†</del> 99	2,187	188,2
echnique	591	785	252	6	113	122	t/I	005	749
Administration et service extérieur	7.17	64E,1	1,821	23	388	114	S67	757,1	7,232
Scientissique et professionnelle	306	958	591,1	70	152	172	379	701,1	1,436
noitsəū	<b>†</b> 9	285	349	0	ς	S	79	790	354
Satégorie professionnelle	1983	7861	Total	1983	786 I	Total	1983	1984	Rioi
	uə	uə		uə	uə		cu	uэ	Grand
	Inscrits	Inscrits		Inscrits	Inscrits		Inscrits	Inscrits	
	1	eisons1			sislgnA		Flota	I	
			Langue è	əəibut					

 $^{8}N_{e}$  tient compte que des étudiants qui ont poursuivi leur cours en 1984.  $^{6}$ Comprend les étudiants des ministères et organismes ne faisant pas partie du Système informatisé sur les langues officielles (SULO).

## Formation professionnelle et catégorie professionnelle

et la catégorie professionnelle, 1984 Répartition des participants aux cours de formation professionnelle de la Commission selon le domaine de cours



icssionnell	ic proi	-aregor	1

La demande de formation ne précise pas la catégorie	ie professionnelle.							
IstoT	SEL	653	916'7	LLS	807,2	8	\$12,E	12,851
Vérification	0	7	91	0	I	0	7	17
Perfectionnement individuel	65	74	181	35	79	I	ItI	205
Approche systémique à la formation	0	ī	9 <i>L</i>	٤	Þ	0	61	100
Gestion du personnel	I	L9	548	83	257	ς	423	2,15
Séminaires	364	97	100	Þ	7	0	657	:46
Gestion du matériel	0	S	140	11	941	0	081	:91
Gestion des finances	91	<b>†</b> 6	L76	ZL	†IL	I	175	7,19
Informatique	10	L11	800,1	771	775	0	643	7'49'
Théorie et pratiques de gestion	3	217	061'1	191	432	I	079	7'94.
Orientation en gestion <sup>b</sup>	787	09	433	33	38	0	977	67'I
Оотвіпе de cours	Gestion	Scientifi- que et pro- fessionnelle	tion et service service extérieur	-dosT supin	Soutien Soutien sinimbs	-iolqxA noitst	Autres	втоТ

<sup>&</sup>lt;sup>b</sup>Comprend les cours de gestion du programme Cours et affectations de perfectionnement.

## Répartition des étudiants aux cours de formation linguistique, selon Formation linguistique et région

991'01 **\$76** SIS 8pp'I 159,2 \$0L'\$ ILS'I 287 SL Hors des heures de travail ILZ 461 34 7/6'7 85 L07 557 2,425 Continus 91 98 617'7 207 1,852 Français Ontario IstoT L'Ouest Québec RCN Atlantique Modalité des cours Langue étudiée Région

la langue étudiée, la modalité du cours et la région, 1984

12,667	959'I	196	726,I	64 <b>†</b> 'I	<b>***</b> 9	latot bar	R11-2
105'7	8	LE	1,412	18	1,013	Is	101
1,024	7	81	787	7	550	Hors des heures de travail	0
43	0	0	0	67	ÞΙ	Spéciaux	0
£96	9	61	067	0	849	Non-continus	0
I LÞ	0	0	340	0	131	glais Suntinus	• Bu y
COTTOR	OLOGY.	100	CYC	OALL'Y	vente	***	. O. Y

## Formation professionnelle et lieu des cours

Répartition des participants aux cours de formation professionnelle de la Commission selon le domaine et le lieu des cours, 1984



Tetal	686,6	<b>≯</b> 0∠	899	ELS	865	844	Itt	12,851
Vérification	0	0	17	0	0	0	0	17
Perfectionnement individuel	797	SS	LZ	<b>₽</b> L	75	0	15	203
Approche systémique à la formation	88	0	0	0	0	SI	0	103
Gestion du personnel	814,1	ISI	901	18	182	112	601	2,159
Séminaires	\$16	0	0	0	0	0	0	SL6
Gestion du matériel	761	52	٤L	II	98	38	18	791
Gestion des finances	1,287	897	46	ISI	122	120	120	2,195
Informatique	720,2	76	ÞII	120	65	33	67	76467
Théorie et pratiques de gestion	068,1	96	507	136	132	611	59	7,647
Orientation en gestion <sup>a</sup>	181,1	LI	71	0	13	IÞ	61	1,292
Domaine de cours	KCN	Halifax	Montréal	Toronto	Winnipeg	Edmonton	Vancouver	RioT

Répartition des cours de formation professionnelle donnés par la Formation professionnelle et langue d'enseignement

Commission, selon le domaine de cours et la langue d'enseignement,



089	3	675	148	Isto
-				
7	0	0	7	érification
LZ	0	77	5	erfectionnement individuel
6	0	9	3	pproche systémique à la formation
133	0	66	48	estion du personnel
91	0	98	10	éminaires
74	0	LI	L	stion du matériel
LOI	0	06	LI	estion des finances
124	0	103	17	nformatique
OSI	0	601	ΙÞ	héorie et pratiques de gestion
89	3	LÞ	8	rientation en gestion <sup>a</sup>
RioT	Bilingue	sislgnA.	Français	omaine de cours
	11	d'enseignemer	rsugue	

Méthodes de sélection	Méthodes de séle
-----------------------	------------------

[sto]	15,012	1,484	1,384	220
Autres ministères	112	0	0	0
Travaux publiques	007	30	74	ε
Travail	75	6	01	7
Transports	1,283	091	591	77
Statistique Canada	741	01	6	7
Solliciteur général	tt	ς	Þ	0
Service correctionnel du Canada	919	134	76	77
Secrétariat d'État du Canada	t9I	II	6	0
Santé nationale et Bien-être social	LSL	55	15	3
Revenu national (Impôt)	261,1	179	101	61
Revenu national (Douanes et Accise)	089	58	78	8
Pêches et Océans	483	87	LZ	3
Office national de l'énergie	IS	I	I	0
Musées nationaux du Canada	35	Ī	I	0
Justice	89	9	9	Þ
Gendarmerie royale du Canada (employés de la Fonction publique)	881	01	6	7
Ministère	appel	appela	réglésª	accueillis
	tnstvuO nu å tiotb	Ayant fait nu'b təjdo'l	sləqqA	Appels

l'année suivante. méthodes de sélection ayant sait l'objet d'un appel parce qu'un appel interjeté pendant une année peut n'être réglé que a Le nombre de méthodes de sélection pour lesquelles l'appel ou les appels ont été réglés n'est pas le même que celui des

## Appels, provenance des nominations et méthodes de sélection

ou dont le droit d'appel n'a pas été reconnu, selon la provenance des nominations et la méthode de séle lesquelles un ou plusieurs appels ont été accueillis; nombre d'appelants dont les appels ont été accueillis ou rejeté Methodes de sélection ouvrant droit à un appel, ayant sait l'objet d'appel, dont l'appel a été réglé et pour



mosel arion noitenles ab sabodtem ab andmon a											
Grand total	210,21	1,484,1	1,384	077	LEÞ	9LS'I	998	2,379			
Sans concours	865,8	LE4	322	85	138	777	LLZ	LE9			
CFP et ministères Concours restreints	614,6	7,047	1,062	162	567	1,354	68	ZÞL'I			
[BJO]	015'†1	1,432	1,330	£61	393	842,I	658	2,300			
Sans concours	£££,2	L07	L67	tt	811	215	172	09			
Ministères (dotation déléguée) Concours restreints	LLI'6	1,025	1,033	146	512	£££,1	88	)69'I			
IstoT	705	25	15	LZ	bb	87	L	iL			
Sans concours	760	30	52	ÞΙ	70	L	9	3:			
Commission de la Fonction publique (dotation non-déléguée) Concours restreints	747	77	67	13	<b>†</b> 7	12	I	19			
Provenance des nominations et méthode de sélection	tustvuO troit laqqs nu s	Ayant fait 1-objet 1-sqqs nu'b	sl∍qqA ⁵sèlgèn	Appels	Appel sillisusse	I ləqqA òtələr	ləqqs'b tior( non <sup>d</sup> unnocər	BIOT			
		ob sobodtóM	selection		Résultats des appels						

 $<sup>^{\</sup>rm b}$ Le comité d'appel n'avait pas compétence pour entendre l'appel.  $^{\rm c}$ Le comité d'appel n'avait pas compétence pour entendre l'appel.  $^{\rm c}$ Le totait des méthodes de sélection qui ont été réglées est inférieur au grand totait des appels parce que plusieurs personnes peuvent en appeler d'une même méthode de sélection. l'année suivante. . Le nombre de méthodes de sélection pour lesquelles l'appel ou les appels ont êté réglés n'est pas le même que celui des méthodes de sélection ayant fait l'objet d'un appel parce qu'un appel interjeté pendant une année peut n'être réglé que

Méthodes de sélection, appels et ministère Méthodes de sélection ouvrant droit à un appel, ayant fait l'objet d'appel, pour lesquelles l'appel ou les appels sont réglés, et pour lesquelles au moins un appel a été accueilli, selon le ministère, 1984

Méthodes de sélection



0	I	3	SL	inances
7	61	70	172	Apansion industrielle régionale
9	85	69	<b>⊅</b> 0∠	invironnement
ε	SI	SI	917	nergie, Mines et Ressources
38	897	797	LLL'7	inploi et Immigration
I	3	3	81	departement des Assurances
0	I	0	I	)épartement d'Etat au Développement économique
30	991	871	£89'I	efense nationale (civils)
0	0	I	ς	cour suprême
7	. 5	₹	67	Sour fédérale
Þ	91	ÞΙ	191	Consommation et Corporations
0	I	I	07	conseil du Trésor
I	ç	ç	99	onseil de révision des pensions
0	0	7	55	télécommunications canadiennes
, and the second	Ŭ	ŭ		conseil de la radiodiffusion et des
0	I	I	9	onseil canadien des relations de travail
I	ς	8	071	communications
0	I	Ī	77	dans la Fonction publique
O	1	1	CC	commission des relations de travail
0	I	7	91	la personne
		, i		ommission canadienne des droits de
0	10	II	123	commission de la Fonction publique
0	7	7	8	commission d'appel de l'immigration
0	ς	8	65	commission canadienne des transports
I	٤	Þ	Þ	protection de la vie privée
				Commissariats à l'information et à la
0	I	0	II	ureau du Vérificateur général du Canada
0	I	I	I	élections
				ureau du Directeur général des
0	I	Ī	52	sureau du Conseil privé
0	I	I	ς	ureau du Commissaire aux langues officielles
0	7	7	77	sibliothèque nationale du Canada
0	ς	ς	87	rchives publiques du Canada
<b>†</b>	LE	04	76 <i>L</i>	pprovisionnements et Services
8	97	15	254	griculture
41	74	77	104	international
				gence canadienne de développement
7	57	35	384	Maires indiennes et du Nord canadien
L	52	61	133	Affaires extérieures
3	52	73	304	ffaires des anciens combattants
accueillis	"səlgən	appela	appel	Ainistère
Appels	Appels	Ayant fait l'objet d'un	nu s tio1b	

301 9gaq al á stiue

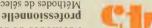
## suite du relevé 44

Le comité d'appel n'avait pas compétence pour								
IstoT	366	35	3	906	245	475	99€	2,3
Travaux publiques	₽	0	0	7.1	9	8	7	
ItavatT	7	0	0	ς	7	7	I	
Transports	75	6	0	<b>7</b> 6	70	25	57	7
Statistique Canada	8	0	0	6	0	7	I	
Solliciteur général	0	0	0	7	I	7	0	
Service correctionnel du Canada	St	I	0	76	52	52	6t	7
Secrétariat d'État du Canada	0	0	0	Þ	7	7	I	
Santé nationale et Bien-être social	ε	0	0	23	6	70	13	
Revenu national (Impôt)	87	0	0	86	77	68	13	7
Revenu national (Douanes et Accise)	81	0	0	19	81	30	52	I
Pêches et Océans	ς	I	0	12	7	ς	L	
Office national de l'énergie	0	0	0	I	0	0	0	
Musées nationaux du Canada	0	0	0	0	0	0	1	
Justice	3	I	0	I	0	Ī	0	
Gendarmerie royale du Canada (employés de la Fonction publique)	7	0	0	7	I	7	I	
979feini <b>l</b> V	Avec sonsibus	oovA sudience solisisim( ooneede)	sans sandience (ministère a concédé)	Avec	Avec audience (retirée par l'appelant)	Sans audience (retiré par l'appelant)	Droit d'appel non reconnu <sup>a</sup>	οT

Appels rejetés

Appels accueillis

## Méthodes de sélection, appels et catégorie



professionnelle, 1984 lesquelles au moins un appel a été accueilli, selon la catégorie d'appel, pour lesquelles l'appel ou les appels ont été réglés, et pour Méthodes de sélection ouvrant droit à un appel, ayant sait l'objet

### Méthodes de sélection

Total	15,012	787'I	1,384	220
Exploitation	LLS'I	967	517	07
Soutien administratif	759°S	300	587	67
Technique	1,326	163	170	61
Administration et service extérieur	8£1,2	819	019	96
Scientifique et professionnelle	1,029	06	6L	10
Gestion	887	LI	17	9
professionnelle	g nu appel	d'un appela	réglés²	accueillis
Catégorie	tionb	19jdo'l	Appels	Appels
	Ouvrant	Ayant fait		

l'année suivante. \*Le nombre de méthodes de sélection pour lesquelles l'appel ou les appels ont été réglés n'est pas le même que celui des méthodes de sélection ayant fait l'objet d'un appel parce qu'un appel interjeté pendant une année peut n'être réglé que

Appels et ministère Nombre d'appelants dont les appels ont été accueillis ou rejetés ou dont le droit d'appel n'a pas été reconnu, selon la catégorie professionnelle, 1984



			sətəjər eləqq	∀ .		ppels accueillis	٧	
IstoT	floord logqas'b non "unnooor	Sans andience (retiré par l'appelant)	SovA sudience (retivée par (inpledati	oevA sonsibus	sans sansibus sansisimim) sonosédé)	oovA oonoibus o ovoisinim) oovoisinim)	oovA oonsibus	e Té Sein Pré Prépre
35	7	10	<b>†</b>	12	0	0	L	faires des anciens combattants
LS	3	10	ς	LI	0	0	77	faires extérieures
15	6	Ş	3	12	0	0 .	7	faires indiennes et du Nord canadien
33	I	3	7	I	0	0	97	ence canadienne de développement ernational
1/8	7	6	LI	02	0	3	33	riculture
85	7	77	L	LI	0	I	6	provisionnements et Services
S	0	7	I	7	0	0	0	chives publiques du Canada
8	I	L	0	0	0	0	0	oliothèque nationale du Canada reau du Commissaire aux langues
ī	0	0	I	0	0	0	0	solilos
I	0	0	0	I	0	0	0	reau du Conseil privé
I	0	0	I	0	0	0	0	reau du Directeur général des élections
I _	0	I	0 .	0	0	0	0	reau du Vérificateur général du nada
6	3	ξ	0	7	0	0	I	mmissariats à l'information et à la rection de la vie privée
I	0	I	0	0	0	0	0	mmission canadienne des droits de la sonne
8	0	0	0	8	0	0	0	mmission canadienne des transports
7	0	I	I	0	0	0	0	mmission d'appel de l'immigration
91	7	₽	3	L	0	0	0	mmission de la Fonction publique
ĭ	0	I	0	0	0	0	0	mmission des relations de travail dans Fonction publique
S	0	7	I	I	0	0	I	mmunications
I	1	0	0	0	0	0	0	nseil canadien des relations de travail
S	7	I	0	I	0	0	I	nseil de révision des pensions
I	0	I	0	0	0	0	0	nseil du Trésor
81	0	ç	7	Ş	0	0	9	nsommation et Corporations
9	0	0	0	٤	0	0	ξ	ur fédérale
557	35	Lt	97	66	3	II	78	fense nationale (civils)
₱	0	I	0	7	0	0	I	partement des Assurances
072	051	89	LS	8 771	0	L	L9	ploi et Immigration
6L 8I	7	S	0	8	0	0	£ 3	ergie, Mines et Ressources
61	6	LI	ç	38	0	1	6	vironnement
07	0	I	0	0	0	0	0	pansion économique régionale
1	0	L	0 I	0 	0	0	7	ansion industrielle régionale
				0		0	0	suces

401 ogaq al á stiue

### suite du relevê 42

ota:-L'addition des données ne corres													
Grand total	856'9	2,132	5,983	2,200	677'6	5.28	202,8	E.74	12,943	6.4T	4,332	1.22	6'LI
Démission	2,235	089	2,975	613	146,2	42.3	4,002	9.72	5,211	Z.TT	1,543	8.22	5'9
Décès	312	88	68	82	405	E.TT	118	22.5	107	9.TT	911	4.22	;
Fin de période déterminée	1,183	077	9 <i>LL</i> 'I	776	258,1	8.85	188,2	6.09	2,960	2.89	1,362	2.15	<b>'</b> *
Retraite	566'7	178	1,015	307	768,€	5.47	1,336	25.5	010'7	E.TT	871,1	7.22	'S
Révocation de la nomination	I	7	7	7	3	42.9	t	1.72	٤	6.24	Þ	1.72	
Renvoi en cours de stage	108	87	₹L	12	163	L.43	68	5.25	182	2.27	09	8.42	
Renvoi	124	53	25	91	185	0.27	77	0.82	941	8.17	69	2.82	
esirogstes est estud													
IstoT	208,2	096	949	971	₹966	6.58	0\$L	6.2I	3,348	T'SL	901'1	24.8	1
Démission	867	246	343	I L	6\$0'I	6.07	432	6.82	1,136	2.87	118	8.12	'I
Décès	136	98	3	3	t/I	1.96	9	£.£	139	1.87	68	6.12	
Fin de période déterminée	975	071	18	13	948	4.98	132	13.0	L79	Þ.TT	183	9.22	'I
Retraite	1,229	ヤタヤ	66	25	1,693	8.19	122	2.8	1,328	p.27	905	9.T.S	'I
Révocation de la nomination	0	I	0	0	I	0.001	0	0.0	0	0.0	I	0.001	
Renvoi en cours de stage	33	12	12	3	LS	2.97	SI	8.02	St	2.29	74	8.48	
Renvoi	\$9	32	8	<b>†</b>	102	7.88	EI	E.11	27	2.29	98	32.1	
noitation													
sauf mise en disponibilité)	byoues	byoues	byoucs	byouce	'N	%	.N	%	'N	%	'N	%	T
iolqmə'b noitsesəə əb litoi	-olgnA	Franco-	-olgnA	Franco-									
atégorie professionnelle et	лшоН	ues	Lemn	rcs	ишоН	501	Lemm		nqolgnA.		Francopi		

précisent pas la catégorie professionnelle, le sexe, le groupe linguistique ou le motif de cessation d'emploi.

langue officielle est connue. Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première



IstoT

Exploitation

# Appels et catégorie professionnelle

Nombre d'appelants dont les appels ont été accueillis ou rejetés ou dont le droit d'appel n'a pas été reconnu, sela la catégorie professionnelle, 1984

366

₽8

		ppels rejetés	A		ppels accueillis	٧	
Droit legqs'b non eunceonnua	Sans audience (retiré par l'appelant)	Avec audience (retiré par l'appelant)	Avec	sans? sonsibus sonsisinim) (sbsonos	oevA enelbus oevesinim) oevesinim	Avec	Catégorie professionnelle
7	01	0	ヤ	0	0	8	Gestion
L	18	6	67	0	I	91	Scientissique et professionnelle
<i>L</i> 61	ELI	102	422	0	3	180	Administration et service extérieur
98	19	81	96	0	ς	98	Technique
55	06	69	153	0	10	SL	Soutien administratif

35

91

125.2

£\$

100

52 1,10 EloT 2 998

69

\$7\$

09

245

23

906

ε

ε

<sup>a</sup>Le comité d'appel n'avait pas compétence pour entendre l'appel.

Cessations d'emploi, catégorie professionnelle, sexe et groupe linguistique. Répartition, en nombre et pourcentage, des cessations d'emploi selon la catégorie professionnelle, le motif, le sexe et le groupe linguistique, 1984



790'4	1.62	8/6'I	6.07	678'\$	82.3	5,813	S.TI	1,236	179'1	686'E	LSE	858	Total
	8.22	175	Z.47	080,2	€.98	7,486	2.51	390	623	008,1	102	617	Démission
	4.72	352	9.27	\$8	9.59	SL	4.98	43	81	95	ÞΙ	67	Décès
011	8.88	776	2.49	849'1	0.88	767'7	8.91	٤9٢	084	1,384	145	293	Fin de période déterminée
	6.22	797	1.77	788	9.4T	198	4.25.4	263	183	049	6 <i>L</i>	212	Retraite
	0.02	7	0.02	7	0.001	t	0.0	0	7	7	0	0	Révocation de la nomination
	8.02	SI	2.67	LS	L.99	05	5.55	52	ς	ヤヤ	10	13	Renvoi en cours de stage
	8.08	07	2.69	St	2.73	54	8.28	77	10	33	10	12	Renvoi
<i>□</i> 7	8 00												diten administratif
9¢\$'I	8.91	253	2.58	1,254	8.71	SLZ	1.28	697'I	LS	117	961	1,043	IstoT
	8.81	7.1	2.98	677	5.92	145	2.57	968	70	150	25	329	noissimàO
	8.22	91	2.47	97	6.7	ς	1.29	85	I	Þ	SI	74	Décès
†LZ	6.22	L9	1.47	761	2.82	81	2.17	561	97	Lt	ΙÞ	145	Fin de période déterminée
985	1.4.1	78	6.28	105	£.8	LE	7.59	645	L	30	SL	114	Retraite
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Révocation de la nomination
09	7.12	13	£.87	LÞ	0.02	12	0.08	87	ε	6	10	38	Renvoi en cours de stage
<b>*</b> 7	9.51	ξ.	4.88	61	4.2	I	8.29	23	0	I	3	18	Kenvoi
													enpindo
9787	24.3	<b>†89</b>	L.ST	721,2	34.4	846	9.29	998'I	052	617	434	804,1	IstoT
1,125	24.2	697	8.2 <i>T</i>	842	8.54	£67	2.95	632	124	998	145	914	Démission
124	2.71	17	8.28	101	0.12	97	0.67	86	Þ	77	LI	6 <i>L</i>	Décès
\$76	4.88	123	9.99	245	0.42	707	2.24	071	٤9	137	09	108	Fin de période déterminée
651'1	22.3	729	L.TT	768	2.02	238	S.97	176	95	641	700	113	Retraite
I	0.001	I	0.0	0	0.0	0	0.001	I	0	0	I	0	Révocation de la nomination
97	8.02	S	Z.67	61	2.85	01	2.19	91	I	8	Þ	H	Renvoi en cours de stage
LE	24.3	6	T.ST	87	24.3	6	T.2T	87	7	L	L	7.1	Kenvoi
													extérieur
													ministration et service
874,I	2.81	597	2.18	L91'I	9.54	<b>***</b>	4.95	834	911	661	671	899	Total
₱6L	18.2	139	8.18	979	1.52	422	6.94	372	99	988	EL	687	Démission
30	0.02	9	0.08	77	0.02	9	0.08	77	7	Þ	<b>b</b>	50	Décès
927	24.3	59	T.ST	203	1.09	991	6.98	110	39	121	97	85	Fin de période déterminée
348	0.21	15	0.28	067	12.9	St	1.78	303	6	34	74	526	Retraite
I	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	I	Révocation de la nomination
81	9.71	3	4.28	ÞΙ	1.11	7	6.88	91	0	1	3	13	Renvoi en cours de stage
H	1.6	I	6.06	10	£.72	3	T.2T	8	0	3	I	L	Renvoi
													ientifique et professionnelle
757	0.91	98	0.48	681	4,6	8	9,96	774	I	L	35	182	Total
98	16.2	13	7.58	L9	1.8	L	6.19	6 <i>L</i>	I	9	15	19	Démission
8	25.0	7	0.27	9	0.0	0	0.001	8	0	0	7	9	Décès
ĭ	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	I	Fin de période déterminée
136	9.21	17	4.48	†II	T.0	τ	8.66	135	0	I	12	113	Retraite
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Révocation de la nomination
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Renvoi en cours de stage
I	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	Ī	Genvoi
													uoijs
IstoT	1/2	·N	%	'N	%	.N	%	'N		byoues b		byouce by	tif de cessation d'emploi ul mise en disponibilité)
									гапсо-	ī∃ -olgnA	-oou	e1∃ -olgnA	— 19 əllənnoiseəlorq əirogəh iolamə'b noitesəəə əbin
	52110	Francopho	Sall	onqolgnA		ьешше	52	шшоН	Si	Lemme		Hommes	to allamations.
	3940	-danoner-1	38U	Oquolou V	,			11				**	



Cessations d'emploi et motif Répartition des cessations d'emploi selon le motif, 1984

Ces données incluent 16 cessations d'emploi dont le motif n'a pas été précisé	
Autres	1,46
Raisons personnelles non précisées	3,6
Retour aux études	36
Emploi dans le secteur privé	1,46
Motif des démissions	
-fig10T	66'41
Démission	66'9
Décès	S
Fin de période déterminée	L't
raison de santé	.9
• volontaire (55 à 64 ans)	3,00
age legal (65 ans et plus)	2,1
Retraite	
Révocation de la nomination	
Renvoi en cours de stage	7
abandon de poste	
• incompétence ou incapacité	
· inconduite	
Renvoi	
Motif de cessations d'emploi (sauf mise en disponibilité)	

161

9.71

48

4.28

L01

7.64

243

8.02

157

91

461

210



Istot buste

Francophones Anglophones Femmes Hommes Hommes Lemmes professionnelle, le sexe et le groupe linguistique, 1984 Cessations d'emploi suite à des mises en disponibilité selon le motif de mise en disponibilité, la catégorie Mises en disponibilité, catégorie professionnelle, sexe et groupe linguistique

201	9.8	6	4.19	96	2.25	LE	8.49	89	3	34	9	79	Exploitation
152	24.3	Lε	T.ST	SII	8.08	122	7.91	30	LZ	\$6	10	70	Soutien administratif
15	8.41	8	2.28	97	25.9	ÞΙ	1.47	07	I	13	L	33	Technique
011	6.02	23	1.97	L8	38.2	74	8,13	89	10	32	13	55	extérieur
													Administration et service
19	6.01	L	1.98	LS	42.2	LZ	8.72	TE	7	23	3	34	Scientifique et professionnelle
6	£.E£	3	7.99	9	1.11	I	6.88	8	I	0	7	9	Gestion
													slitom səl suol
19	2.62	81	2.07	43	6.59	39	1.85	77	H	87	L	SI	Total
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	Exploitation
St	6.82	εī	1.17	32	8.77	35	22.22	01	6	97	Þ	9	Soutien administratif
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Technique
ÞΙ	T.ZE	5	64.3	6	9.82	<b>†</b>	4.17	10	7	7	3	L	extérieur
-	010		010										Administration et service
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Scientissque et prosessionnelle
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Gestion
													Décentralisation
09	T.I	I	€.86	65	7.19	75	£.8£	23	0	TE	I	77	IstoT
ÞΙ	0.0	0	0.001	ÞΙ	1.72	8	42.9	9	0	8	0	9	Exploitation
I	0.0	0	0.001	1	0.001	I	0.0	0	0	I	0	0	Soutien administratif
5	0.0	0	0.001	ς	0.001	5	0.0	0	0	5	0	0	Technique
8	12.5	T	2.78	L	2.78	L	12.5	I	0	L	I	0	extérieur
<u>τε</u>	0.0	0	0.001	32	0:00	0.1	010.0						Administration et service
0	0.0	0	0.0	-	0.02	91	0.08	91	0	91	0	91	Scientifique et professionnelle
U	0 0	0	0.0	0	0.0	0	0.0	0	0	0	0	0	Gestion
ELE	18.2	89	0170	202	044.5	107							Privatisation
			8.18	305	8.44	<b>L91</b>	2.22	907	38	132	3	ELI	latoT
68	1.01	6	6.68	08	32.6	67	4.73	09	3	97	9	<b>†</b> S	Exploitation
901	22.6	74	4.77	28	1.18	98	6.81	20	81	89	9	14	Soutien administratif
64	6.31	8	7.88	IÞ	18.4	6	9.18	07	I	8	L	33	Technique
88	£.91	LI	7.08	IL	2.28	18	8.49	LS	8	23	6	84	extérieur
25	6.12	/	1.87	57	F.F.C	7.7	0:00	177		,			Administration et service
6	6,66	£ 2	7.99	9	1.11	II	6.69	17	t	L	3	81	Scientifique et professionnelle
U	333	τ	L 99	9	1 1 1	1	6.88	8	I	0	7	9	Gestion
IstoT	%	·N	%	'N	0/	*NT	0/	11.7	conoud	canond	caucus. I		Réorganisation
PAOT	70	N	70	N	%	.N	%	.N	Franco- phones		Franco- phones		Motif et satégorie professionnelle
									-courself	Sload	-004034	Olou A	19 litoM

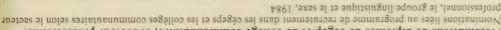
### Cominations liées au programme de recrutement dans les universités selon le secreur professionnel, le sexe et le Cominations de diplômés d'université et secteur professionnel

groupe linguistique, 1984

										nada.	s Ub leral	Teateur gén	au du Vérif	*Comprend 21 nominations au Bure
100.	951	2,62	177	8.07	555	1.94	175	6.02	385	16	087	130	557	LeioT
91	122	3.85	Lt	5.13	SL	1.42	99	6.24	99	57	ΙÞ	77	75	Socio-économique <sup>6</sup>
.8	<b>†</b> 9	6.94	30	1.52	34	9.04	56	4.68	38	13	13	LI	12	Informatique
'97	102	8.88	IL	_'t9	130	8.0€	79	2.69	6E I	şī	_t	95	83	Sciences pures et appliquées
*	EE	2,42	8	8.27	97	5.43	81	5154	SI	t	ti	t	11	Vérification et comptabilité
.I	ÞI	5174	٤	6.87	H	28.6	+	t'l_	01	ī	7	I	6	Service extérieur
17	322	£.91	79	7.08	097	9.09	961	t.9£	121	35	163	30	L6	noistratinimbA.
5	N	رد	N	ప	N	25	'N	2)	N	Franco- phones	Anglo- I phones		Anglo-	Secteur professionnel
	RioT	sauo	Francoph	sauc	dqolgnA.	sa	Lemm	sə	шшоН	sau	Гетп	səu	птоН	

programmes en économique, statistique et bien-être social. Aux fins de ce tableau, socio-économique comprend les postes en droit et en bibliothéconomie, ainsi que les

# Nominations de diplômés de cègep et de collège communautaire, et secteur professionnel



Femmes



1001	061	5.25	<i>L</i> 9	L'#9	173	38.4	EL	9.19	LII	87	SÞ	68	84	IstoT
25	84	8.24	77	5.42	97	9.68	61	t.09	67	13	£	01	61	Informatique
32.	19	8.02	18	7.6t	30	6.71	41	1.27	tt	11	9	07	57	Sciences pures et appliquées
45.1	18	£.71	ÞΙ	7.28	<i>L</i> 9	2.84	LE	5.43	ヤヤ	ç	32	6	35	Sciences de la gestion
16	'N	25	'N	25	'N	2)	N	25	'N	phones ranco-	Anglo- I	Franco- phones	Anglo- sənonq	Secteur professionnel

### professionnel, le genre de maison d'enseignement, le groupe linguistique et le sexe, 1984 Etudiants embauchés dans le cadre du Programme d'emplois d'été axés sur la carrière selon le secteur Cominations, Programme d'emplois d'été axés sur la carrière et secteur professionnel



Collège communautaire et	ES#	197	698	867	†1 <i>L</i>	7.13	L99	48.3	877	2.65	655	2.04	185,1	81
Université	2,254	658	2,185	128	3,113	9.02	9€0,€	4.64	684,4	42.2	017,1	8.72	671'9	18
Maison d'enseignement														
IRIOT	2,707	1,120	2,554	671'1	728,5	8.02	£07,£	7.64	197'9	6.69	697'7	1.05	0£\$,7	100
Sciences pures et appliquées	1,383	657	058	tt6	1.842	09	\$61'I	5.95	2,233	9.57	803	4.95	9€0'€	01
Sciences sociales et adminis- tration	1,324	199	407,I	\$08	286,1	141.2	2,509	8.88	820,8	4.73	1.466	32.6	<b>†6†</b> †	65
Secteur professionnel	Anglo-	Franco- phones	-olgnA sənodq	Franco-		25	N	25	'N	%	N	2/5	N	)
	moH	mes	Гешт	səu	птоН	sət	Lemm	sə	AqoignA	ouce	Francopi	səuoı	RIOT	

2,554 1,149

1.08

058,7

IntoI

Francophones

Anglophones

6'69

197'5

7'61

3,703

177

0

8.07 SES

0.001 6

6.79 97

0.001

7.19

9.79 ΙÞ

4.28

1.64 178

6.84 82

b

44.4

5.48 81

0.15 εI

3.52 LLI 6.0≥ ≥8€

1.12 42

3.55

2.24 SI 0

1.99 8

0.69 67 0

4.94 153 77

16

0

0

087

t

23

81 0

٤

13

130

0

34

8

87

611

7.67

0.0 0

€.8

4.2

9.71 85

0.001 987

0.4 33

9'1

2.2 71

9.54 330

10

# Candidats inscrits au Répertoire national de candidats, région et groupe sous-représenté

Handicapés

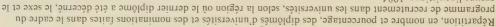


Répertoire national de candidats selon la région, 1984 Répartition, en nombre et pourcentage, des semmes, des autochtones, des handicapés et des Noirs inscrits au

26,430	8.0	774	1.5	\$28	2.2	88E,I	3.25	7016	IstoT
IL	0.0	0	<b>⊅</b> . I	I	T.21	6	32.4	. 23	Territoires du Nord-Ouest
ZLL	0.0	0	0.0	0	4.11	88	45.9	155	Дпкоп
9LS'E	٤.0	10	8.2	101	2.01	778	5.95	1,299	Colombie-Britannique
06L'I	2.0	3	2.2	68	4.2	96	4.78	049	Alberta
1,004	0.0	0	2.2	SS	9.41	471	7.25	358	Saskatchewan
1,136	2.0	9	2.5	07	6.9	84	1.15	323	Manitoba
989€	€.0	10	1.2	9 <i>L</i>	4.8	124	8.2.8	1,208	Ontario (sauf RCN)
\$10,6	7.0	ヤヤ	2.4	726	3.2	L61	9.04	2,470	Région de la Capitale nationale
ZLI'S	8.0	ヤヤ	T.2	145	6.2	6† I	9.25	1,843	Québec (sauf RCN)
1,013	1.0	I	T.I	LI	6.2	67	6.62	303	Nouveau-Brunswick
I†S'I	6.9	901	9.5	09	2.2	08	7.22	968	Nouvelle-Ecosse
86	0.0	0	12.2	17	2.8	8	25.5	52	Ile-du-Prince-Edouard
967	0.0	0	0.8	72	8.1	6	8.42	123	Terre-Neuve
ondmoN total des stabibnas esiroties	% des	.N	% des	'N	% des	.N	% des	.N	Région

Autochtones

### Nominations de diplômés d'université et région



Lemmes



IntoI

Etranger Britannique

Colombie-

Manitoba

Ontario

Saskatchewan

Alberta

														78	61 'ənbı	i linguist	groupe	
						suo	itanim	oN							°es <sup>a</sup>	môlqiQ		_
I	RIOT	sommes Femmes Hommes Femmes Anglophones Francophones			шоН		IstoT			-								
%	'N	%	'N	%	.N	%	.N	%	N.			Franco- phones	Anglo-	%	'N	Eemmes	Hommes	Région
8.2	17	8.4	I	2.29	20	42.9	6	1,72	12	I	8	0	12	þ.I	S0S'I	077	S9L	Тегге-Мецуе
4.0	3	0.0	0	0.001	3	£.££	I	L.99	7	0	I	0	7	2.0	230	120	011	Île-du-Prince- Édouard
T.T	85	7.1	Ī	€.86		6.98		1.54		0	33	I	77	€'₽	085'\$	2,345	2,235	Nouvelle-Écosse
8.£	67	4.14	12	9.82	LI	6.75	II	1.29	81	t	L	8	10	2.4	\$ <i>L</i> \$'7	1,290	1,285	Nouveau- Brunswick
0 00			771	1 21	70	C 3 V	0.0	LVS		17	LI	20	U	1 96	397 76	589 61	00171	Sadau

\*Les données pour les diplômés de 1983-1984 proviennent de Statistique Canada.

317,5

1,820

73,640

0.001 214,801 288,22

SS9'L

057'L

3,580

4'122

47,100

Z.T

8.9

1.6

6,5

6.44

Canadiens ayant obtenu un diplôme supérieur à l'étranger.

055,53

3,940

3,740

094'1

2,135

23,460

## Nominations et postes bilingues à dotation

## «non impérative»

linguistique des titulaires et le groupe linguistique, 1984 impérative» selon la catégorie professionnelle, la situation Répartition, en nombre et pourcentage, des nominations  $\hat{a}$  et au sein de la Fonction publique à des postes bilingues à detation «non

	Grand total	3,034	0.001	3,250	100.0	867'9	0.001
	N'ont pas à satisfaire	434	14.3	75	T.I	167	8.7
saitegories	Doivent satisfaire	\$00'I	1.88	324	0.01	155,1	1.12
Toutes les	sistsista nO	965,1	9.28	998,2	2.88	074,4	0.17
	IstoT	64	0.001	153	0.001	707	0.001
	N'ont pas à satisfaire	12	24.5	7	E.I	ÞĪ	6.9
	Doivent satisfaire	13	26.5	33	9.12	91	8.22
Exploitation	Ont satisfait	74	0.64	118	1.77	741	£.07
	IstoT	LSS	0.001	LS0'I	100.0	1,623	0.001
	N'ont pas à satisfaire	08	14.4	SI	p.I	86	0.9
literteinimbe	Doivent satisfaire	228	6.04	011	4.01	338	8.02
Soutien	singsistes to O	549	L.44	676	6.78	\$81'I	0.87
	IstoT	117	0.001	433	0.001	<b>*</b> **9	0.001
	N'ont pas à satisfaire	ヤヤ	6.02	6	1.2	53	2.8
	Doivent satisfaire	84	0.75	53	12.2	131	20.3
Technique	Ont satisfait	68	2.24	371.	r.28	091	4.17
	latoT	1,231	0.001	LEI'I	0.001	175,2	0.001
тиэітэтхэ	N'ont pas à satisfaire	134	6.01	70	8.1	†SI	2.9
et service	Doivent satisfaire	124	3.4.2	06	6.T	513	9.12
noitstration	Jislsiss InO	919	6.48	1,025	1.06	207,1	8.17
	IstoT	392	0.001	341	0.001	SEL	0.001
	N'ont pas à satisfaire	36	6.6	L	1.2	94	٤.3
professionnelle	Doivent satisfaire	163	9.14	35	10.3	661	1.72
Scientifique et	tistsitss tnO	061	2.84	867	4.78	687	2.99
	IntoT	<b>769</b>	0.001	129	0.001	723	0.001
	N'ont pas à satisfaire	175	0.12	I	8.0	176	4.71
	Doivent satisfaire	101	0.71	٤	2.3	†0I	t.4.1
Gestion	Ont satisfait	368	0.29	125	6.96	£67	2.89
professionnelle	du poste	N.	%	.N	%	'N	%
Satégorie Satégorie	avec les exigences						
	Situation linguistique des titulaires en rapport	nqolgnA AqolgnA	52110	Francopl	SOLIO	stoT	-
	Supitaineail acitoutis	quojou v	3000	1000001	30000	-+2T	

précisent pas la situation linguistique du titulaire ou le groupe linguistique. Nota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

Nominations et postes bilingues à dotation «impérative» Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique à des postes bilingues à dotation «impérative» selon la catégorie professionnelle, la modalité d'emploi et le groupe linguistique, 1984



	Grand total	LSL'Z	0.001	102,8	0.001	11,304	0.001
stégories	Période déterminée	1,384	2.02	081,2	6.09	109'9	4.82
səl səmoj	Période indéterminée	1,372	8.64	3,318	0.95	669'†	9.14
	IntoT	96	0.001	737	0.001	336	0.001
	Période déterminée	32	8.88	08	8.55	EII	3.55
noitation	Période indéterminée	19	L.99	LSI	2.99	223	4.99
	IstoT	1,283	0.001	5,223	0.001	<b>***</b> 5'9	0.001
dministratif	Période déterminée	878	4.89	806,8	8.47	718,4	9.ET
outien	Période indéterminée	t0t	2.15	1,313	1.22	1,724	26.3
	IntoT	06	0.001	322	0.001	LPP	0.001
	Période déterminée	ΙÞ	9.24	ELI	T.84	917	48.3
echnique	Période indéterminée	67	4.42	182	5.12	152	7.12
xtérieur	IntoT	800'I	0.001	710,2	0.001	₹20,€	0.001
t service	Période déterminée	398	3.98	\$6L	4.65	\$91'I	2.85
noitstration	Période indéterminée	079	2.59	1,222	9.09	798'1	2.13
	IstoT	LSI	0.001	688	0.001	L69	0.001
orofessionnelle	Période déterminée	09	38.2	223	4.14	784	T.04
te aupilitique et	Période indéterminée	<i>L</i> 6	8.13	315	4.82	412	1.62
	IstoT	123	0.001	130	0.001	253	0.001
	Période déterminée	ς	1.4	I	8.0	9	4.2
noitest	Période indéterminée	811	6.86	179	2.99	747	9.76
Satégorie Polessionnelle	Modalité d'emploi	.N	%	'N	%	'N	%
					hones Total		

précisent pas la modalité d'emploi ou le groupe linguistique.

<sup>-</sup>Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

### suite du relevé 32

. 10							ocaments ne	certains d	c parce que	aux totaux	cessairement	Note:-L'addition des données ne correspond pas né
100.0	84,002	72,913	2.15	22,593	8.89	₱ <b>८</b> 8'6₱	820,11	7.42	189'7	E.2T	<b>491'8</b>	Grand total
£.3	697'\$	L95't	9.04	748,1	4.62	969'7	101	4.88	526	9.99	IS#	Anglais ou français
6.01	PE1'6	8,243	2.86	640'8	2.1	120	<i>LL</i> 8	0.86	<b>\$58</b>	0.2	LI	Français
2.13	149'15	960'77	0.2	7,167	0.29	185,14	S0S'L	2.5	197	2.96	7,128	sisignA
Z.T	867'9	728,2	1.12	2,979	6.84	748,2	697	2.65	270	8.04	981	Bilingue non-impératif
2.51	11,304	L88'6	9.2 <i>T</i>	7,452	24.4	7,409	1,414	2.27	1,048	24.8	346	Bilingue impératif
												Toutes les catégories
100.0	274,81	944'01	1.42	145,5	6.2T	766'L	2,714	1.22	\$85	6°LL	090'7	latoT
2.8	660'I	116	£.64	077	7.02	422	188	6.24	9 <i>L</i>	1.72	101	Anglais ou français
1.21	2,033	159'1	4.79	⊅09'I	9.2	43	LLE	4.86	898	9.1	9	Français
T.2T	Þ6L'6	OLL'L	9.2	L61	4.79	₽8£,7	2,014	4.2	87	9.76	1,912	sislgnA
2.1	202	881	I.TT	145	6.22	£†	ÞΙ	1.72	8	6.24	9	Bilingue non-impératif
2.5	336	516	9.17	124	4.82	19	120	€.07	83	T.92	35	Bilingue impératif
												Exploitation
%	'N	Total	%	.N	%	'N	IstoT	%	.N	%	.N	Categorie professionnelle et exigences linguistiques du poste
Istot	Grand		səuot	Francopl	səuo	hqolgnA		rones	Francop	səuo	Angloph	** offormoissedora ainonéte
		9	npilduq	a Fonction	əp uiəs	n⊬		lique	duq noiton	o A la For		

précisent pas la eatégorie professionnelle, les exigences linguistiques du poste, le type de nomination (à ou au sein de la Fonction publique) ou le groupe linguistique.

IntoT

# Nominations, catégorie professionnelle, exigences linguistiques du poste et groupe

ənbışsın

Répartition, en nombre et pourcentage, des nominations à et au sein de la Fonction publique selon la catégorie professionnelle, les exigences linguistiques du poste et le groupe linguistique du titulaire, 1984

Anglais ou français	SL	9·L9	98	32.4	†II	965'1	T.TZ	171,1	42.3	2,770	7,884	1.7	
Français	ς	T.2	871	£.79	185	I Þ	8.0	L88't	2.66	196'₺	LDI'S	9.21	
sislgnA.	2,116	L.46	811	5.2	2,259	20,715	7.59	795,1	6.3	22,206	874,478	6.68	
Bilingue non-impératif	18	£.72	87	T.2T	SL	688	8.48	600'I	2.23	845,I	1,623	0.4	
Bilingue impératif	158	23.2	223	8.97	\$69	1,124	£.91	669'₺	7.08	L78'S	<b>**** *** ** ** ** ** ** </b>	0.91	
Soutien administratif													
IstoT	176	8.27	344	2.72	1,283	870,4	0.77	1,216	0.62	LÞE'S	669'9	0.001	
Anglais ou français	04	£.27	23	7.42	96	661	2.29	105	34.5	308	\$07	1.9	
Français	3	0.2	L†I	0.86	120	9	8. I	333	2.86	340	<b>†6</b> †	4.7	
eislgnA.	\$18	9.79	50	2.4	848	565'8	2.96	143	8.5	984€	869'4	6.69	
Bilingue non-impératif	71	6.12	SL	1.87	96	061	7.48	358	6.23	848	<b>**</b>	L.6	
Bilingue impératif	12	13.2	64	8.38	86	84	22.0	917	0.87	324	LÞÞ	T.9	
Technique													
IstoT	884,I	S.27	181	24.5	166'1	6LS'6	€.69	4,253	7.05	13,852	£58,21	0.001	
Anglais ou français	<b>†</b> 6	4.97	67	23.6	171	220	4.97	89	9.52	687	914	2.6	
Français	7	T.2	IL	£.79	<b>⊅</b> L	61	8. I	1,022	2,86	940'1	1,123	1.7	
sislgnA	1,204	6.89	25	1.4	1,266	£61,7	6.29	309	1.4	SIS'L	984'8	4.22	
Bilingue non-impératif	84	8.44	96	2.22	LLI	1,152	9.28	1,040	4.74	2,192	175,2	0.21	
Bilingue impératif	103	7.05	232	٤.93	336	\$06	3.55	587,I	4.88	169'7	720,€	1.91	
Administration et service extérieur													
IstoT	712,1	7.87	339	8.12	S/S,I	761,E	0.47	1,124	0.92	72E,4	5,912	0.001	
Anglais ou français	110	64.3	19	T.ZE	7LI	223	8.87	09	2.12	283	LSP	T.T	
Français	I	1.1	06	6.86	16	H	2.4	231	2.29	243	335	r.e	
sislgnA	1,038	8.79	23	2.2	5/0°I	784'7	2.29	811	2.4	7,604	989€	5.29	
Bilingue non-impératif	LE.	7.84	68	5.13	LL	355	0.42	302	0.94	859	735	12.4	
Bilingue impératif	30	2.91	126	8.08	LSI	176	4.82	413	9.97	688	L69	8.11	
Scientifique et professionnelle													
IstoT	87	8.48	01	2.71	85	416	0.87	529	0.22	9/1,1	1,234	0.001	
Anglais ou français	I	0.08	1	0.02	7	9	0.001	0	0.0	9	8	9.0	
Français	0	0.0	0	0.0	0	0	0.0	0	0.0	0	0	0.0	
Anglais	13	100.0	0	0.0	13	210	9.86	3	4. I	213	977	£.81	
Bilingue non-impératif	97	T.38	Þ	£.E.I	30	895	0.28	172	0.81	869	723	6.88	
Bilingue impératif	8	2.13	S	3.85	13	112	6.74	125	1.22	240	253	2.0.5	
Gestion													
exigences linguistiques du poste	'N	%	'N	%	Total	'N	%	.N	%	IstoT	.N	%	
Catégorie professionnelle et					-	1.0		1		-			
	Angloph	sano	Francoph	lones		Angloph	sauo	Francoph	sauoi		Grand total		
		ot si h	and noiton	ndne		ny	əp uıəs	a Fonction	onbijand				

46 ogaq al á stiue

\$58'0\$

194'48

4.25

861,81

9.49

24,109

LLE'E

076

£.27

2,403

0.001

# Nominations et mobilité professionnelle

professionnelle et la modalité de nomination, 1984 Répartition, en nombre et pourcentage, des nominations au sein de la Fonction publique selon la mobilité



Isto	7/1'61	0.001	16,537	0.001	34,953	0.001	2,244	0.001	ε	0.001	72,913	100.0
śriode indéterminée à période déterminée	131	7.0	L97	9.I	15	0.0	08	9.8	0	0.0	06Þ	7.0
śriode déterminée à période indéterminée	L48,1	9.6	048'4	5.62	61	1.0	379	7.41	0	0.0	680'L	.6
śriode déterminée à période déterminée	LI+'I	4.7	458,4	4.62	868'78	8.66	450	7.81	0	0.0	685'17	LS
spoirág á période storminée	12,772	82.3	995'9	7.68	74	1.0	514,1	1.59	3	0.001	23,780	.2£
otal	271,91	0.001	<b>LES'91</b>	0.001	586,48	0.001	7,244	0.001	3	0.001	72,913	100
ans un autre groupe ou sous-groupe	614'9	2.55	355	1.2	LS	2.0	1,237	1.22	I	8.88	140'8	II
ans un même groupe ou sous-groupe	12,753	2.99	16,182	6.79	34,896	8.66	700,I	6.44	7	7.99	778'79	88
Isto	7/1'61	0.001	LES'91	0.001	34,953	0.001	7,244	0.001	3	0.001	72,913	100
ollerininistérielle	1,363	I.T	2,083	12.6	77	1.0	154	2.91	0	0.0	3,922	5
olleinistérielle	608,71	6.26	14°484	4.78	34,911	6.66	1,813	8.08	3	0.001	166'89	76
lobilité professionnelle	.N	%	'N	%	'N	%	'N	%	.N	%	'N	ó
	Jomor4	snoi	itstuM olstðtsl noiolqób	no sa	Recondu	snoite	Mutati ssərgər		Rétrogra tions		lstoT	

# Nominations et mode de sélection

précisent pas le mode de sélection ou la modalité de nomination.

sélection et la modalité de nomination, 1984 Répartition, en nombre et pourcentage, des nominations au sein de la Fonction publique selon le mode de

-		-	7
		э.	
	-	•	

							on ments ne	oob snisstra	parce que co			Nota:-L'addition des données ne correspond pas néc
0.001	72,913	0.001	3	0.001	7,244	0.001	34,953	0.001	165,81	0.001	7LI'6I	latoT
L'St	33,342	0.001	ε	1.95	1,260	7.59	22,270	7.02	08£,8	4.7	1,428	Autres modalités
8.2	4,209	0.0	0	4.2	<b>†</b> S	0.0	I	2.0	08	2.12	<i>\$10,4</i>	Sans concours  Reclassification
24.3	814,71	0.0	0	18.2	807	32.3	11,285	22.6	3,742	12.1	2,311	• Répertoire
24.1	\$09'LI	0.0	0	23.2	175	0.4	1,394	2.92	4,332	2.65	72E,11	Avec concours  • Affiche
%	.N	%	.N	%	.N	%	.N	%	'N	%	N.	Mode de sélection
	вюТ		ortèA eiteberg		Mutati	snoit	Keconduc	no s	oitatuM salarètal maiolqèb	suo	Promot	
						noitanimo	dalité de n	oM				

### linguistique, 1984 Répartition, en nombre et pourcentage, des reconductions selon la catégorie professionnelle, le sexe et le groupe Reconductions, catégorie professionnelle, sexe et groupe linguistique

lato	078,8	3,424	<b>ゥ</b> レウ'ゥၤ	7784T	17,465	T.ZE	22,416	1.48	23,349	4.73	11,268	32.6	34,953
noitatiolqx	069'£	676	37.0	138	£9L'\$	4.68	LÞS	10.3	190'7	6.87	1,087	1.12	675,329
outien administratif	2,572	1,324	916'11	488,9	816'8	17.2	867,81	7.28	167'71	0.48	821,8	0.8£	22,743
echnique	106	LEZ	368	971	951'1	2.73	848	8.15	967'1	2.TT	383	8.22	1,721
dministration et service xtérieur	681,1	SPL	1,348	695	076',1	2.08	1,921	T.94	2,538	6.29	1,314	1.48	898,£
cientifique et professionnelle	818	69 I	Stt	LSI	L89	53.2	709	9'97	٤96	T.AT	326	25.3	1,292
ellennoisestorq eirogest	Anglo- I			Franco- phones	N.	%	N.	%	N.	%	'N	%	IstoT
	ишоН	səu	Femr	səu	шшоН	sə	Есшш	es	Angloph	oues	Francopl	iones	

précisent pas le sexe ou le groupe linguistique. Vots:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.



### groupe linguistique, 1984 Répartition, en nombre et pourcentage, des mutations régressives selon la catégorie professionnelle, le sexe et le Mutations régressives, catégorie professionnelle, sexe et groupe linguistique

IRJO	194	322	687	335	TII,I	8.64	1,125	1.02	055'I	2.69	069	8.0€	2,244
noitatiolqx	741	132	35	II	<b>\$74</b>	0.68	97	0.11	917	6.29	143	1.48	470
outien administratif	76	87	ILS	LSZ	140	14.4	678	4.28	699	2.89	305	2.15	146
echnique	L6	67	ÞΙ	ς	176	6.38	61	1.5.1	III	9.97	34	23.4	StI
dministration et service térieur	747	120	127	<b>†</b> S	L9E	0.73	181	0.88	478	2.89	<b>7/1</b>	8.15	848
cientifique et professionnelle	LL	52	742	8	102	1.78	05	32.9	611	€.87	33	7.12	122
estion	L	I	0	0	8	0.001	0	0.0	L	2.78	I	12.5	8
stégorie professionnelle	-olgnA sənoriq	Franco- phones	Anglo-	Franco- phones	.N	%	'N	%	N.	%	Ν.	%	IstoT
	шоН	səw	Lem	səui	ишоН	səu	Есшш	sə	Angloph	oues	Francoph	oues	

précisent pas le sexe ou le groupe linguistique. vots:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

### Répartition, en nombre et pourcentage, des promotions selon la catégorie professionnelle, le sexe et le groupe Promotions, catégorie professionnelle, sexe et groupe linguistique



linguistique, 1984

IstoT	196,7	7,580	005'9	904'7	0\$6'6	6.12	817'6	1.84	13,862	p.27	987'\$	9.72	1'61
Exploitation	1,504	015	160	53	2,018	£.68	243	7.01	₱69°I	1.27	898	24.9	7,2
Soutien administratif	069	285	967'8	165'1	648	T.4.I	960'\$	8.28	980'7	2.89	948'1	2.15	.6'5
Technique	684,1	415	270	83	1,905	84.2	355	T.ZI	651'1	6.TT	867	1.22	7'7
Administration et service extérieur	7,357	976	660'7	877	3,283	6.28	126,2	1.74	LS+'+	8.17	1,748	2.82	7'9
Scientisique et professionnelle	946	318	198	138	1,294	6.17	909	1.82	1,343	L.4T	954	25.3	8'I
Gestion	Stt	176	84	61	ILS	2.28	L6	2.41	273	£.87	StI	7.12	9
Catégorie professionnelle	-olgnA sənodq	Franco- phones	Anglo-	Pranco-	.N	%	N.	%	.N	%	.N	%	оТ
	шон	ues	Lemi	səu	шшон	Sal	Lemm		nqoignA	62110	idoonisti	621101	

précisent pas le sexe ou le groupe linguistique.

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

### professionnelle, le sexe et le groupe linguistique, 1984 Répartition, en nombre et pourcentage, des mutations latérales ou déploiements selon la catégorie Mutations latérales ou déploiements, catégorie professionnelle, sexe et groupe linguistique

IstoT	252,5	751,2	<b>\$58</b> 'S	3,208	60¢'L	8.44	£60'6	0.22	011,11	2.73	575'5	32.5	S'9I
Exploitation	L09'I	149	324	901	7,262	T.28	697	1.7.1	196'1	4.2T	LTL	9.72	7,7
Soutien administratif	805	392	790'7	7,466	961'1	15.4	975,6	2.48	898'7	0.59	2,858	0.75	L'L
Technique	67L	744	183	LS	516	0.08	242	6.61	515	Z.2T	301	24.8	1,2
Administration et service extérieur	1,290	878	076	654	078,1	6.7 <i>è</i>	1,360	42.1	2,210	2.89	710,1	2.15	3,2
Scientissique et professionnelle	897	181	304	128	679	6.68	433	0.04	ZLL	4.17	608	9.82	1,08
Gestion	958	101	18	12	LSt	4.19	43	9.8	785	p.TT	113	22.6	15
Catégorie professionnelle	Anglo- l	Franco- phones	Anglo-	Pranco- Pranco-	.N	%	'N	%	'N	%	.N	%	ΙοΤ
	ишоН	Hommes		səu	шшоН	səi	Femm	S9.	Angloph	səuo	Erancoph	roues	

Nots:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le sexe ou le groupe linguistique.

langue officielle est connue. Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

0.001

0.91

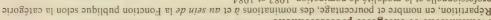
9.84

100.0 84,002

\$\$8'0\$ L'99

13,475

## Nominations et catégorie professionnelle





professionnelle et la modalité de nomination, 1983 et 1984

Fonction publique	el ob nios ub	
	6061	

Rétro-	Mutations		Mutations latérales ou
	noi	tanimon əb ətila	sboM

2,244 100.0

450

7.81

43.3

0.001

1.29

,	,											,		
6.7	669'9	0.0	0	2.9	StI	6.4	1,721	4.7	1,219	8.11	2,262	9.11	1,283	Cechnique
6.81	15,853	0.0	0	4.42	848	1.11	898,8	2.91	3,230	32.4	907'9	1,81	166'1	Administration et service extérieur
0.7	216'5	0.0	0	8.8	122	7.8	1,292	2.9	1,083	4.6	008,1	14.3	SLS'I	Scientifique et professionnelle
S.I	1,234	0.0	0	4.0	8	0.0	0	0.5	005	2.5	899	2.0	85	noitest
						ヤ	86 I							
100.0	882'98	100.0	þ	0.001	2,324	0.001	880,6€	0.001	011,81	0.001	676'61	0.001	990'01	Istoli
16.2	13,987	0.0	0	2.91	977	1.91	018,2	0.71	770,E	9.11	2,310	23.2	2,340	noitatiolqxa
9.64	946'77	0.02	7	2.54	1,012	4.78	24,334	L.44	٤60'8	7.28	6,522	8.62	₹000	Soutien administratif
0.8	<b>†</b> 96'9	0.25	I	1.7	591	2.4	1,612	2.6	5L9'I	12.0	2,402	6.01	660'I	Cechnique
0.81	919'51	0.25	I	5.52	242	1.6	3,278	2.02	L59'E	1.15	6,213	6.81	⊅06'I	Administration et service extérieur
8.8	888,2	0.0	0	4.9	148	6.2	\$50,1	٤.3	1,142	9.6	916'1	16.2	L79'I	Scientisique et professionnelle
E.I	1,127	0.0	0	4.0	10	0.0	0	9.2	997	6.2	088	7.0	IL	Gestion
%	'N	%	.N	%	N.	%	.N	%	'N	%	'N	%	'N	essionnelle
ls	тоТ		Rétro		Mutati sesigèt	ctions	Recondu	no s	Mutati Iatérale nsiolqèb	snoi	tomo14	Nominations à la Fonction publique		. atégorie

TE2,81 0.001

OLL'L

8.11

3.18

Vota: —L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas la catégorie professionnelle ou la modalité de nomination.

11,028

2,714

LLE'E

.(4891 de nomination au sein de la Fonction publique (à l'exception des rétrogradations qui n'ont été que de 3 en -Les tableaux 25 à 29 donnent plus de détails sur les nominations à la Fonction publique et sur les divers types

271,91 0.001

9.42

9.0€

197'7

516'5

Répartition, en nombre et pourcentage, des nominations à la Fonction publique selon la catégorie professionnelle, Nominations à la Fonction publique, catégorie professionnelle, sexe et groupe linguistique

100.0 34,953

47.0 22,743

2.91



Istol

Exploitation

Soutien administratif

Isto	LÞE'Þ	616,1	3,820	1,362	67L'S	1.22	2,252	9.74	491'8	E.27	189'7	7.42	870'11
noitation	1,554	tSt	909	130	2,056	8.27	Lt9	8.52	2,060	6.TT	785	1.22	717,2
outien administratif	439	601	†96'I	118	ISS	16,3	2,818	4.88	2,403	5.27	076	T.T.	LLE'E
echnique	SOL	787	516	79	666	6.TT	187	6.12	176	8.27	344	Z. T.2	1,283
dministration et service xtérieur	906	987	285	861	1,205	2.09	<b>≯</b> 8 <i>L</i>	4.65	1,488	2.27	787	2.4.5	166'1
cientifique et professionnelle	089	180	LES	65 I	L98	0.22	SOL	8.44	1,217	2.87	339	8.12	SLS'I
restion	77	8	9	7	05	2.98	8	8.51	84	8.28	01	2.71	85
ellennoisseforg eirogèta	Anglo- I	Franco- phones	-olgnA sənonq	Franco- phones	.N	%	.N	%	N.	%	.N	%	IstoT
	ишоН	səu	Femn	səu	шшоН	es	Lemm	Sa	Angloph	səuo	Francopl	rones	
at ta ayas at	r odnorg	neingiii	c i 'anh										

précisent pas la catégorie professionnelle, le sexe ou le groupe linguistique. Nota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

## Répartition, en nombre et pourcentage, des nominations au sein de la Fonction publique selon le lieu de travail, Nominations au sein de la Fonction publique, lieu de travail, sexe et groupe linguistique

sexe et le groupe linguistique, 1984

Vota:-L'addition des données ne corre				x barce que	oob snistree	onments ne							
latot baard	22,246	667'8	819,72	\$60°\$1	36,05	42.4	41,854	p.TZ	\$\langle 18'6\$	8.89	265,22	2.15	16,27
Etranger	123	98	66	98	651	1.42	132	6.24	777	2.27	7.1	24.5	57
Territoires du Nord-Ouest	LLI	Ι3	737	10	061	43.2	248	4.95	tIt	L.49	23	٤.٤	*
Дпкои	105	Þ	591	0	109	9.65	991	4.09	072	2.86	Þ	2.1	7
Colombie-Britannique	3,018	12	969'8	91	6€0,€	9.44	ELL'E	4.22	417,8	9.86	L6	p.I	8'9
Alberta	1,568	ΙÞ	1,980	LL	119'1	8.54	090'7	1.82	845,€	8.96	811	2.5	9°E
Saskatchewan	615	6	187	L	530	9.14	0 <del>7</del> L	1.82	1,250	7.86	91	£.1	Z'I
adotinaM	1,420	IS	2,380	103	1,488	1.75	7,507	2.29	3,800	1.96	151	9.5	0°t
Ontario (sauf RCN)	776,5	213	796'\$	1.47	4,288	9.65	867'9	0.09	746'6	9.59	<b>†89</b>	4.9	8,01
Région de la Capitale nationale	LS+'9	3,149	757,8	575,6	919'6	8.85	15,126	1.13	961,21	2.13	422,6	2.85	74,7
Québec (sauf RCN)	LSZ	695'\$	790	981,8	048'4	8.24	Ltt'9	0.72	845	6.4	207,01	1.29	£'11
Nouveau-Brunswick	887	672	734	<b>779</b>	940°I	8.54	1,380	2.95	1,522	2.29	673	8.7.5	<b>D'7</b>
Nouvelle-Écosse	7,566	ZL	1,488	98	989'7	8.23	185,1	0.78	850't	£.96	158	Τ.Ε	7'7
Île-du-Prince-Édouard	315	35	807	09	155	6.24	891	1.72	723	4.88	\$6	9.11	8
Terre-Neuve	<b>†</b> \$6	ς	604	12	6\$6	6.98	727	8.24	1,663	0.66	LI	0.1	9'1
liavatt de usid	-olgnA sənonq	Franco- phones	-olgnA sənonq	Franco- phones	.N	%	.N	%	.N	%	.N	%	οT
	ишон	səu	remi	səu	ишон	səı	Lemm	sa	nqoignA	Salio	rrancopi	Sauni	

precisent pas le lieu de travail, le sexe ou le groupe linguistique.

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

sein de la Fonction publique. -L'addition du grand total des nominations à la Fonction publique (tableau 22) et du grand total des nominations ou sein de la Fonction publique (tableau 23) ne correspond pas au grand total des nominations nou sein de la Fonction publique (tableau 23) ne correspond pas au grand total des nominations (44,002) patree que, dans certains cas, il n'est pas possible de déterminer s'il s'agit d'une nomination à ou au gent de la Fonction publique.

# Nominations et modalité d'emploi

d'emploi, 1983 et 1984 Nominations à et au sein de la Fonction publique selon la modalité



77 913	850 11	882 98	215 97	990 01	letot bues!
384	SIS	808	349	654	Saisonnier
718,1	504	2,260	006'I	358	Temps partiel
017,07	10,110	022,58	74,263	6,249	Temps plein
					Soutes les modalités d'emploi
670,24	764.4	6LS'LD	872,E4	366'8	IstoT
61	9	72	18	L	Saisonnier
1,426	861	L9L'I	9LS'I	061	Temps partiel
46,04	4,288	181,24	\$86'It	867,8	Temps plein
					oèriode déterminée
30,819	168'9	900'6€	156,25	140'9	Total
365	705	£87	331	422	Saisonnier
168	L07	£6Þ	324	891	Temps partiel
30,062	5,820	0£L'LE	32,276	154'5	Temps plein
					96riode indéterminée
publidud	publidud	IstoT	publique	publidud	Modalité d'emploi
Fonction	Fonction		Fonction	Fonction	
qe ja	A la		ge ja	A la	
nise uA			nise uA		
\$86I			£86I		
	### 18   18   18   18   18   18   18   1	Name	Solution   Solution	Miss uh   A   Miss uh     A   A   A   A     A   A   A     A   A	A   A   A   A   A   A   A   A   A   A

vota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas la modalité d'emploi ou si la nomination a été faite à ou au sein de la Fonction publique.

# Nominations à la Fonction publique, lieu de travail, sexe et groupe linguistique

le groupe linguistique, 1984 Répartition, en nombre et pourcentage, des nominations à la Fonction publique selon le lieu de travail, le sexe et



estros an saannon des données ne corres	oşu seu puous	ramarissa;	netot xue tr	x parce du	certains doc	au siuamii							
Isto	4,347	1,319	3,820	1,362	67L'S	1.22	257'5	9.74	<b>L91'8</b>	E.27	189'7	T.42	820,11
tranger	6	٤	34	70	12	6.7I	<b>†</b> S	9.08	£\$	2.29	23	8.48	49
stritoires du Nord-Ouest	911	0	I†I	Þ	LII	0.44	148	9.22	LSZ	2.86	Þ	č.I	997
nkon	LE	0	69	0	38	2.98	99	2.59	100	0.001	0	0	104
olombie-Britannique	099	10	874	EI	<del>199</del>	4.72	767	9.24	1,128	0.86	23	2.0	951'1
lberta	252	L	90\$	LZ	095	2.12	533	7.84	850'I	6'96	75	1.5	₱60°I
ягкатсремап	704	77	746	10	228	0.74	LSZ	0.52	054	4.56	32	9.9	587
sdotins	243	6	737	81	258	1.64	997	7.02	084	L.4e	LZ	٤.٤	225
ntario (sauf RCN)	LSL	LL	858	86	858	2.94	046	8.22	\$19'1	2.06	SLI	8.6	8£8,I
égion de la Capitale nationale	916	336	ESL	915	1,270	8.74	1,384	1.22	699'I	8.59	876	3.95	7,657
uébec (sauf RCN)	07	877	33	097	128	0.29	105	8.7.8	£L 13	9.2	1,238	p.46	1,325
ouveau-Brunswick	122	87	EL	94	182	T.E2	ESI	1.24	\$61	1.13	124	6.88	339
ouvelle-Écosse	747	77	235	91	9Lt	6.49	Z27	1.25	LL9	L.46	38	5.3	EEL
e-du-Prince-Édouard	<b>†9</b>	Þ	66	L	89	1.95	901	6.09	163	T.E9	II	5.9	PLI
эмэМ-эттэ	561	7	69	I	661	T.2T	79	24.3	258	6.86	3	I.I	263
liavart sb usi	byoues	byoues	byoues	byoues	'N	%	.N	%	.N	%	'N	%	Total
	-olgnA	Franco-	-olgnA	Franco-									
	ішоН	səw	Femr	səu	шшоН	Səl	Естт	cs	Angloph	oues	Francoph	sauo	

précisent pas le sexe ou le groupe linguistique.

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

sein de la Fonction publique. nominations  $a\bar{u}_s$  sein de la Fonction publique (tableau 23) ne correspond pas au grand total des nominations (84,002) perce que, dans ortations cas, il n'est pas possible de déterminet s'il s'agit d'une nomination à ou au sein de la Fonction occuration cas, est net (8,002) avec que, des contrains (8,002) and (8,002) and (8,002) are the properties of the -L'addition du grand total des nominations à la Fonction publique (tableau 22) et du grand total des

## Catégorie de l'exploitation, sexe et groupe linguistique

Répartition, en nombre et pourcentage, des employés de la catégorie de l'exploitation selon le ministère, le sex et le groupe linguistique, 1984



lato	066'L7	<b>\$11'6</b>	870,4	1,343	104,75	1.78	LIS'S	12.9	890,2E	E.27	712,01	7.42	6'77
ravaux publics	2,110	986	220	132	3,107	8,68	352	10.2	2,330	9.79	811,1	4.28	3,4
ligyatí	7	I	0	0	3	0.001	0	0.0	7	r.99	I	E.EE	
ransports	4,193	1,181	19	ÞΙ	966,8	9.86	LL	1.4	4,254	1.87	561,1	6.12	,'ç
tatistique Canada	LI	ÞΙ	I	0	48	1.79	I	6.2	81	5.95	τI	8.54	
ervice correctionnel du Canada	3,685	1,935	£9t	131	059'5	4.06	709	9.6	871'7	8.99	990'7	2.55	<b>'</b> 9
ecrétariat d'État du Canada	I	Þ	0	0	ς	0.001	0	0.0	I	0.02	Þ	0.08	
anté nationale et Bien-être ocial	687	69	188	91	385	T.T4	422	52.3	£L9	8.88	\$8	2.11	
evenu national (Impôt)	125	95	9	Þ	181	8.49	10	2.2	131	9.89	09	4.18	
evenu national (Douanes et (Seise)	Lξ	LE	8	I	<b>⊅</b> L	2.68	6	8.01	57	54.2	38	8.24	
êches et Océans	889	23	74	7	199	2.96	97	8.£	799	4.96	52	9.£	
Office national de l'Énergie	I	0	0	0	I	0.001	0	0.0	I	100.0	0	0.0	
Ausées nationaux du Canada	78	IL	8	8	SSI	9.06	91	4.6	76	8.52	64	2.94	
ustice	†	7	0	0	9	0.001	0	0.0	t	L.99	7	£.££	
rendarmerie royale du Canada employés de la Fonction publi- ue)	220	09	89	Lī	187	8.9 <i>L</i>	\$8	23.2	288	6.87	LL	1.12	
іпапсея	Þ	Þ	0	0	8	0.001	0	0.0	7	0.02	<b>†</b>	0.02	
spansion industrielle régionale	ς	t	0	I	6	0.06	I	0.01	ς	0.08	ς	0.02	
invironnement	1,256	707	911	II	594'1	8.19	131	2.8	1,372	9.98	213	13.4	'I
inergie, Mines et Ressources	191	83	I	7	744	8.86	٤	2.1	791	9.29	58	4.48	
imploi et Immigration	35	52	L	Þ	79	6.48	II	1.21	77	2.65	67	8.04	
offense nationale (civils)	13,041	806'7	L67°7	438	16,052	£.28	2,773	7.41	15,338	1.28	975,5	6.71	81
cour suprême	ς	L	0	0	15	0.001	0	0.0	ς	7.14	L	£.82	
our fédérale	7	L	0	I	6	0.06	I	0.01	7	0.02	8	0.08	
consommation et Corporations	7.1	12	0	0	33	0.001	0	0.0	17	9.59	15	4.95	
communications	75	EI.	0	0	59	0.001	0	0.0	25	0.08	13	0.02	
commission sur les pratiques	I	0	0	0	I	0.001	0	0.0	I	0.001	0	0.0	
commission nationale des bérations conditionnelles	I	0	0	0	I	0.001	0	0.0	I	0.001	0	0.0	
Commission de la Fonction ublique	L	<i>L</i> I	0	0	74	0.001	0	0.0	L	2.62	Lī	8.07	
Commission canadienne des rains	191	12	10	7	183	4.56	13	9.9	⊅LI	9.26	14	₽.7	
ureau du Directeur général des lections	I	8	0	0	6	0.001	0	0.0	I	1.11	8	6.88	
ureau du Conseil privé	ς	L	I	0	12	9.0 <i>L</i>	5	4.62	9	46.2	L	8.52	
uteau du Chef de cabinet du jouverneur général	8	61	8	3	LT	1,17	II	6.82	91	1.24	77	6.72	
lbliothèque nationale du Sanada	0	0	Ţ	0	0	0.0	I	0.001	I	0.001	0	0.0	
rchives publiques du Canada	41	13	0	0	30	0.001	0	0.0	LI	7.95	EI	6.54	
approvisionnements et Services	346	899	136	672	216	7.89	917	E.1E	787	4.88	248	9.59	'I
ericulture	⊅60'I	246	LL	13	1,351	4.89	\$6	9.9	171,1	6.18	529	1.81	'I
gence canadienne de éveloppement international	0	7	0	0	7	0.001	0	0.0	0	0.0	7	0.001	
ordadien et du Nord Anadien	691	SI	\$8	I	193	2.73	<b>†</b> 6	32.8	254	1.46	91	6.2	
ilfaires extérieures	101	89	7	3	071	1.79	ς	6.2	103	2.68	I.L	8.04	
effaires des anciens combattants	88	005	76	097	888	2.29	LSE	8.7.8	182	£.91	094	7.08	
Présinily		Franco- phones		Franco- phones	'N	%	.N	%	·N	%	.N	%	T
	шоН	səu	Lem	səm	ишоН	səu	Lemn	sə	dqolgnA.	səuo	Francoph	sauot	

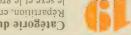
précisent pas le groupe linguistique.

## el éveler ub etiu

L6E'69	0.55	75,767	0.78	LÞI'9Þ	9.28	855,72	P.TI	12,059	197'81	38,450	4,300	L69'L	Isto
Itt'I	9.22	998	4.47	1,063	8.08	191,1	2.91	LLZ	293	198	EL	707	ravaux publics
316	8.04	159	2.65	181	£.88	617	T.II	LE	118	191	H	97	lisvat
LIE'E	4.62	7.16	9.07	2,334	6.28	5,749	1.71	895	S6L	546'I	LLI	688	ransports
2,030	7.14	L78	5.82	1,158	2.9L	1,552	23.5	874	589	873	761	582	tatistique Canada
86	7.04	15	٤.95	75	0.88	08	14.0	13	35	43	7	H	Olliciteur général
1,564	6.48	tts	1.29	210,1	2.68	668'1	2.01	591	£67	106	IS	114	ervice correctionnel du Canada
71	£.£8	01	7.91	7	L.99	8	8.88	t	L	I	ε	I	ecrétariat des conférences inter- ouvernementales canadiennes
840'I	8.89	127	2.15	327	4.06	L†6	9.6	101	599	787	95	St	ecrétariat d'Etat du Canada
SI	0.09	6	0.04	9	0.08	12	0.02	ε	L	S	7	I	ciences et Technologie
3,830	2.82	190'1	8.17	969'7	2.58	3,185	8,91	549	873	767'7	238	707	ocial
													anté nationale et Bien-être
954'9	1.08	2,028	6.69	€07,4	2.08	5,420	8.91	1,336	1,628	877,8	007	978	evenu national (Impôt)
680,€	6.72	798	1.27	2,226	8.18	2,512	7.81	LLS	507	808,1	651	814	evenu national (Douanes et ceise)
SLO'I	24.9	597	I.ST	<b>†</b> 08	9.88	756	4.11	123	233	ÞIL	33	06	êches et Océans
ÞII	8.98	77	2.59	7.1	T.78	100	12.3	ÞΙ	98	79	9	8	ffice national de l'énergie
801	Z.T	8	2.29	66	T.8T	58	5.12	23	9	84	7	17	ffice de l'établissement agricole sanciens combattants
807	T.24	\$6	5.42	EII	6.88	185	1.11	23	68	96	9	LI	Iusées nationaux du Canada
L6\$	8.68	861	2.09	667	0.26	LSt	0.8	07	178	617	70	70	estice
866'7	6.22	683	1.77	2,301	8.19	2,753	2.8	545	985	2,153	<i>L</i> 6	148	ublique)
													endarmerie royale du Canada employés de la Fonction
LSZ	52.0	133	0.84	123	9.28	220	14.4	Lε	SII	104	18	61	inances
646	8.7.5	698	2.29	L09	8.88	698	2.11	110	311	955	85	IS	xpansion industrielle régionale
998,1	4.62	LÞS	9.07	1,312	4.88	1,556	9.91	310	057	101,1	<i>L</i> 6	112	nvironnement
1,211	4.88	t0t	9.99	\$08	£.08	516	2.91	736	315	859	68	LtI	nergie, Mines et Ressources
828,11	6.98	435,4	1.53	0St'L	8.£8	456,6	16.2	1,924	3,518	275,8	988	870,1	mploi et Immigration
99	9.82	91	4.17	07	1.28	97	6.7 I	10	ÞΙ	32	7	8	épartement des Assurances
749'8	4.12	1,845	9.87	094'9	0.28	780,7	0.81	255,1	1,463	885,2	382	1,172	éfense nationale (civils)
30	1.72	91	42.9	12	r.97	23	23.3	L	τl	8	7	7	our suprême
18	1.52	£†	6.94	38	0.97	79	0.12	LI	98	82	L	10	our fédérale
15	8.42	11	2.24	τī	£.06	82	L'6	3	SI	ΕI	7	I	our canadienne de l'impôt
088	0.22	857	0.84	422	2.88	732	8,81	148	6LE	555	64	69	onsommation et Corporations
911	2.29	ŞL	8.4.8	07	2.48	86	2.21	18	79	35	13	ς	onseil de la radiodiffusion et es télécommunications cana- iennes
807	6.28	011	1.74	86	9.28	178	14.4	30	L6	18	ΕI	LI	conseil du Trésor (Secrétariat)
33	2.12	LI	2.84	91	8.48	87	15.2	ς	SI	13	7	3	onseil du Trésor (Bureau du ontrôleur général)
ÞI	1.72	8	42.9	9	7.28	12	14.3	7	9	9	7	0	onseil de révision des pensions
L\$	7.17	33	28.3	13	2.78	ΙÞ	12.8	9	LZ	13	9	0	onseil canadien des relations de svail
IstoT	%	.N	%	.N	%	·N	%	.N		Anglo- I		Anglo- F	eréré
	oues	Francoph	sauc	odqolgnA	SS	Lemme	sə	шшоН	sət	Гетт	Səi	птоН	

ota-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe linguistique.

919	2.14	255	2.82	390	٤.38	155	7.51	78	515	312	98	84	Communications
5	£.££	3	L.99	9	L'99	9	5.55	3	3	3	0	. ٤	Commission sur les pratiques restrictives du commerce
891	42.3	17	T.TZ	<i>L</i> 6	1.88	148	6.11	70	<b>†</b> 9	78	L	13	Commission nationale des libéra- tions conditionnelles
10	0.0	0	0.001	L	£.18	13	8.81	3	0	ς	0	7	Commission mixte internationale
EI I	0.02	9	0.02	9	9.48	H	4.21	7	ς	S	I	I	Commission du tarif
10	1.92	23	6.54	81	0.87	32	0.22	6	41	SI	9	3	Commission des relations de travail dans la Fonction publique
77	0.02	77	0.02	77	1.48	LE .	6.21	L	61	18	3	Þ	Commission des droits de la personne
11	£.EE	₽	L.99	8	0.27	6	0.25.0	3	ε	9	Ī	7	Commission des allocations aux anciens combattants
192	1.73	115	32.9	250	٤.78	<b>†</b> 99	7.21	<i>L</i> 6	677	215	79	35	Commission de la Fonction publique
57	2.29	61	2.45	01	8.28	77	2.71	ς	91	8	ξ	7	Commission de la réforme du droit du Canada
[7	0.68	91	0.19	72	2.08	33	2.91	8	ÞΙ	61	7	9	Commission d'appel de l'immigration
242	4.74	711	9.28	130	2,28	203	8.71	pp.	66	110	77	20	Commission canadienne des transports
73.	9.91	68	4.88	961	6.18	†6I	1.81	£þ	97	991	13	30	grains  Commission canadienne des  pensions
121	6,6	11	1.06	100	£.48	102	7.21	61	6	78	7	91	Commission canadienne des
	62.5	01	2.7.5	9	2.78	14	12.5	7	8	9 ·	7	0	elections  Commissariats à l'information et à la protection de la vie privée
31	4.48	7.7	9.21	\$	5.29	07	2.75	12	81	7	6	3	Bureau du Directeur général des
81	9.88	601	4.14	LL	T.ET	137	26.3	67	62	85	30	61	Bureau du Conseil privé
1	9.28	38	4.71	8	1,97	35	6.62	II	67	9	6	7	Bureau du Commissaire aux langues officielles
I	9.59	L	4.98	<b>†</b>	6.06	10	1.9	I	L	3	0	ī	Bureau du Commissaire à la magistrature fédérale
<b>†</b>	2.73	LZ	32.5	13	1.19	ΙÞ	6.8	7	97	II	ī	7	Bureau du Chef de cabinet du Gouverneur général
7	0.27	12	0.22	L	0.27	17	0.25.0	L	91	ς	ς	7	Bureau des relations fédérales- provinciales
S	0.25.0	13	0.27	6E	7.96	05	8.£	7	13	T.E	0	7	Bureau de services juridiques des pensions
I .	0.08	8	0.02	7	0.001	10	0.0	0	8	7	0	0	Bureau de la Coordonnatrice, Situation de la femme
1	8.82	10	2.14	L	1.46	91	6.8	I	10	9	0	I	Bureau canadien de la sécurité aérienne
71	6.02	601	1.64	501	6.9T	171	1.02	43	<b>7</b> 6	LL	SI	28	Bibliothèque nationale du Canada
35	9.54	153	4.95	861	4.95	861	9.54	123	105	66	87	501	Archives publiques du Canada
1L'7	6.14	846,1	1.82	L69'7	2.97	3,634	23.5	911'1	997'1	2,079	787	819	Agriculture Approvisionnements et Services
; ;	1.82	12	9.£7 9.₽7	1,256	£.19 2.78	24	8.71	4 218	347	311,1	0	171	Agence d'examen de l'investisse- ment étranger Agriculture
38	9.99	LSZ	4.88	129	2.28	379	14.8	LS	225	104	32	57	Agence canadienne de développe- ment international
<u>ie,1</u>	0.12	087	0.67	1,054	1.68	1,209	6.01	148	737	LS6	87	L6	Affaires indiennes et du Nord canadien
.8,I	7.55	419	٤.99	912,1	0.07	782,I	0.08	ISS	Stt	858	172	878	Affaires extérieures
1,1,1	5.92	300	T.ET	078	7.87	868	21.3	243	223	<i>t</i> 29	LL	991	Affaires des anciens combattants
10T	%	.N	%	'N	%	'N	%	'N	phones			Anglo-	Ministère
	oues	Francoph	oucs	dqolgnA	S91	Еешш	cs	шшоН	sə.	Femm		птоН	
										t861 'an	pitsiugi	roupe lir	le sexe et le g



Catégorie du soutien administratif, sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés de la catégorie du soutien administratif selon le ministère, le sexe et le groupe linguistique 1984

81 svolon ub otiu

LÞE'L7	9.02	809'5	t.er	21,635	12.6	3,453	<b>1.78</b>	78962	6 <b>P</b> L	699'7	658'†	996'81	latol
1,143	6.02	238	1.67	106	8.2	99	2.49	LLO'I	6	95	575	548	Travaux publics
<b>*</b>	2,62	EI.	S.07	18	43.2	61	8.95	52	9	13	L	81	lisvail
8,663	7.61	S0L'1	8.08	776'9	1.2	977	6.49	712,8	105	340	009'I	709'9	ransports
<b>*08</b>	1.25	780	6.49	818	42.5	345	Z.TZ	797	102	235	871	283	statistique Canada
9	0.02	3	0.02	٤	0.001	9	0.0	0	ε	٤	0	0	olliciteur général
18	0.25	87	0.29	25	2.81	SI	2.18	99	Þ	10	24	77	Service correctionnel du Canada
74	L.99	87	£.££	ÞΙ	4.17	30	9.82	12	70	10	8	†	Secrétariat d'État du Canada
LIL	£.91	134	T.08	195	8.64	314	2.95	403	53	<i>L</i> ₽7	18	314	santé nationale et Bien-être ocial
807	0.25.0	25	0,27	951	2.11	74	2.88	184	Þ	70	87	136	(tôqml) (lmpôt)
81	0.02	6	0.02	6	0.02	6	0.02	6	3	9	9	3	Sevenu national (Douanes et secise)
2,043	2.11	734	2.88	708,1	4.01	212	9.68	1,831	LE	SLI	<i>L</i> 61	1,632	eches et Océans
LZ	8.41	7	2.28	23	0.75	10	0.89	LI	7	8	7	SI	Office national de l'énergie
303	6.41	St	1.28	258	£.7£	113	T.23	061	18	\$6	LT	163	Ausées nationaux du Canada
89	6.72	61	1.27	67	4.28	95	<b>9.71</b>	12	ÞΙ	74	ς	L	ustice
<b>₽</b> L	9.71	13	4.28	19	8.75	28	2.29	97	L	17	9	01	sendarmerie royale du Canada employés de la Fonction ublique)
57	2.62	EI	2.07	18	9.25	91	4.49	57	7	13	H	18	inances
99	£.E£	77	T.33	<b>ヤ</b> ヤ	4.98	74	9.59	77	9	18	91	97	skansion industrielle régionale
898'7	2.91	ヤムヤ	2.58	166,2	12.5	329	2.78	2,509	59	293	607	860,2	Invironnement
090'I	0.52	243	0.77	\$18	T.4I	951	£.28	<b>†</b> 06	77	132	517	683	Inergie, Mines et Ressources
PL	2.95	67	8.09	54	2.98	LZ	2.59	Lt	6	81	70	LZ	inoloi et Immigration
I	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	)épartement des Assurances
826,2	2.12	L19	8.87	2,300	5.2	124	L.46	<b>7774</b>	67	125	888	2,175	éfense nationale (civils)
Total	%	.N	%	.N	%	.N	%	.N	Pranco- Franco-	Anglo- I	Phones phones	Anglo- l	- Linistère
	oues	Francoph	səuo	AqolgnA	sə	Ест	sət	птоН	sət	Есшп	səu	нтон	

Vote: -L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe linguistique.

Catégorie technique, sexe et groupe linguistique
Répartition, en nombre et pourcentage, des employés de la catégorie technique selon le ministère, le sexe et le
groupe linguistique, 1984

-	0 00	,	0 00		0 07		0 07	C	C	4		0	0.000
L	9.82	7	4.17	5	1.72	†	6.24	3	I	3	Ţ	7	Cour fédérale
I	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	Cour canadienne de l'impôt
699	T. T.	SSI	£.27	<b>†</b> 0 <b>†</b>	1.8	St	6.19	†IS	12	33	143	175	Consommation et Corporations
01	0.09	9	0.04	7	30.0	3	0.07	L	7	I	7	ξ	canadiennes
			0 01		0 00	· ·	0 02	-		*	,		des télécommunications
													Conseil de la radiodiffusion et
EI	2.94	9	8.52	L	2.94	9	8.52	L	ς	I	I	9	Conseil du Trésor (Secrétariat)
T	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	Controleur general)
1	0 0	~	0 001	•	0 001		0 0	·	· ·	•	0	0	Conseil du Trésor (Bureau du
£09	2.12	128	8.87	SLÞ	0.8	30	0.26	ELS	ς	52	123	057	Communications
E	0.0	0	0.001	٤	7.99	7	5.55	I	0	7	0	I	tions conditionnelles
2	0.0	U	0 001	٤	L 99	C	1 1 1	1	0	C	U	ı	Commission nationale des libéra-
<u></u>	0.0	0	0.001	7	c.cc	т	/:00	7	0	Y	0	Y	Commission mixte internationale
2	0.0	0			5.55	I	7.99	7	0	I	0	Ī	
5	0.02	I	0.08	Þ	0.04	7	0.09	3	0	7	I	7	Commission du tarif
Þ	0.02	7	0.02	7	0.0	0	0.001	7	0	0	7	7	travail dans la Fonction publique
													Commission des relations de
1	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	droits de la personne
													Commission canadienne des
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	anciens combattants
													Commission des allocations aux
I	0.001	I	0.0	0	0.001	I	0.0	0	I	0	0	0	droit du Canada
													Commission de la réforme du
99	8.12	67	2.84	LZ	4.05	41	9.69	68	8	6	21	18	publiduq
													Commission de la Fonction
I	0.0	0	0.001	Ţ	0.0	0	0.001	I	0	0	0	I	noitsraimmi'l
													Commission d'appel de
100	0.21	SI	0.28	28.	14.0	ÞΙ	0.38	98	7	12	13	273	transports
1													Commission canadienne des
394	€.2	70	L.4e	390	2.21	19	2.48	333	I	75	61	306	snisig
1													Commission canadienne des
I	0.0	0	0.0	0	0.001	I	0.0	0	0	0	0	0	à la protection de la vie privée
													Commissariats à l'information et
8	0.02	<b>†</b>	0.02	<b>†</b>	0.0	0	0.001	8	0	0	₽	₽	élections
													Bureau du Directeur général des
9	0.08	3	0.02	3	£.££	7	7.99	7	I	Ţ	7	7	Bureau du Conseil privé
I	0.001	I	0.0	0	0.001	I	0.0	0	Ţ	0	0	0	magistrature fédérale
1													Bureau du Commissaire à la
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	Gouverneur général
													Bureau du Chef de cabinet du
I	0.0	0	0.001	I	0.001	I	0.0	0	0	ī	0	0	Situation de la femme
													Bureau de la Coordonnatrice,
79	0.12	13	0.97	67	2.9	abla	2.59	85	I	ε	12	97	acrienne
1													Bureau canadien de la sécurité
05	0.85	61	0.29	18	0.08	07	0.02	10	LI	23	7	8	Canada
:													Bibliothèque nationale du
176	T.ZE	St	6.43	18	9.45	ヤヤ	1.29	78	70	74	52	LS	Archives publiques du Canada
891	7.48	85	5.29	601	8.02	35	2.6L	133	12	77	97	L8	Approvisionnements et Services
87E'E	1.42	86 <i>L</i>	6.2 <i>T</i>	2,514	7.91	\$55	£.£8	2,773	66	425	669	650,2	Agriculture
b	0.0	0	0.001	7	0.001	<b>7</b>	0.0	0	0	7	0	0	ment etranger
	0 0	U	0 001	,	0 001	,	00	· ·	· ·	,	· ·	•	Agence d'examen de l'investisse-
6I	7.57	ÞΙ	5.92	ς	4.74	6	9.28	01	L	7	L	ε	ment international
01	LCL	V 1	2 90	3	V LV	O	7 03	01	L		2		Agence canadienne de développe-
343	1.21	ΙÞ	6.78	667	2.92	16	2.ET	727	10	64	18	220	canadien
EVE	1 61	17	0 28	000	3 70	10	3 CL	CSC	01	J.L		300	Affaires indiennes et du Nord
871	6.41	77	1.28	126	9.61	67	4.08	611	8	17	ÞΙ	501	Affaires extérieures
								01	8	9	9	7	Affaires des anciens combattants
87	6.43	18	T. S.E	10	64.3	18	T.25						
IstoT	%	.N	%	N.	%	.N	%	.N	Pranco-			Anglo-	etére et la propinia de la propinia del propinia del la propinia del propinia de la propinia de la propinia de la propinia del propinia de la propinia del propinia del propinia del la propinia del propinia del propinia del propinia del propinia del propinio del pro
									-020617	OlonA	-000001	Olou A	
	samo	Francoph	Salio	AqolgnA	sai	неши	Sai	ишоН	sau	Lemr	sau	шоН	
	39401	1000001	3640	quojou V	300		300		500			-11	

0.08

0.02

0.09

0.04

0

Cour suprême

### Z+0'LS 768'91 6,143 940'97 [B10] L'67 £.07 766'68 5.25 121,02 1.49 176'98 916'81 674'0I 1,522 8.52 2.9L 851,1 9.92 90t 4.87 578 0.92 0.47 657 6.0€ 801 1.69 777 77 18 L9 950 ransports 787 6LL'I 719 519'7 889 6.47 756'1 32.0 988 0.89 1,340 184 8.48 897 T.23 0.98 0.49 87 I 591 statistique Canada 91 solliciteur général 011 9.52 p.9L 18 48.2 8.12 98 St 6 2.89 ervice correctionnel du Canada £46'I 8.15 LZ9 1,344 503 5.47 074,1 180 Ltt 01 0.07 0.08 Þ ntergouvernementales secrétariat des conférences 0£6'I 6.69 348 189 0.48 1,043 0.94 **L88** 559 524 ecrétariat d'Etat du Canada 91 9 5.29 9 ciences et technologie 8.95 8.84 5 6 b LEL'I OCIS S.72 1,246 1.64 825 240 109 ELt 6.08 549 santé nationale et Bien-être \$\$8'9 1.97 5.9€ 2.59 058'\$ 7†6'I (Impôt) (evenu national (ccise) 166'9 9.22 4.47 654'4 9.22 4.47 950'0 908 1,228 Sevenu national (Douanes et 834 9.52 4.97 989 8.82 077 19 êches et Océans **L61** 641 136 765 LST Office national de l'énergie 811 16.2 61 8.58 86 2.0€ 98 5'69 85 9 67 13 69 ZL 1.41 19 p.61 ÞΙ 9.08 85 I εI 6 87 es sucieus compatisuts Office de l'établissement agricole 177 84 1.49 143 5.43 170 L'St 98 77 Ausées nationaux du Canada 78 65 LII 6.74 99 19 4.08 65 9.64 85 67 67 (ənbilqne) 897 0.92 0.47 161 L.TA 123 43 76 77 66 employes de la Fonction sendarmerie royale du Canada 223 6.88 1.99 971 5.74 901 LII 77 63 83 9741 0.82 868 0.27 8.92 240 997 Expansion industrielle régionale £25'1 8.48 1.29 0001 191 invironnement 657 6EL 2.92 858 777 8.87 9.88 4.13 987 energie, Mines et Ressources 181,21 988'€ 0.89 272,8 L.It €.88 smploi et Immigration 401,7 Itt'I 129'E 57445 549'4 0 0.001 0.001 Seveloppement economique 0 0 Sépartement d'État au LZI 8.47 01 61 Sépartement des Assurances 676'I 6.02 LOt 1.67 685'I 984 Oéfense nationale (civils) 4.22 9.TT 170 718 187 8 5.29 0.08 7 t 7 Cour suprême ٤9 E.14 97 1.85 6.24 98 Cour fédérale ÞΙ 9.59 L 4.98 t 8 9 Cour canadienne de l'impôt I LS9 4.88 9.19 50t 977 8.49 Consommation et Corporations 901 9 t I 087 8.64 104 0.78 0.59 anadiennes t des télécommunications Conseil de la radiodiffusion 858 ٤.99 877 1.98 0 t I 6.09 817 77 96 99 Conseil du Trésor (Secrétariat) 05 0.07 0.44 0.95 87 8 ÞΙ Controleur general) onseil du Trésor (Bureau du 2 0.08 onseil de révision des pensions LZ 9.55 4.44 1.84 6.18 DI 10 6 Conseil canadien des relations de Total byoues byoues 'N 'N N byoues byoues Ministère Anglo- Franco-Anglo- Franco-Francophones Anglophones Lemmes Hommes Lemmes Hommes

vota: – L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe linguistique.

Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

Catégorie de l'administration et du service extérieur, sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés de la catégorie de l'administration et du service extérieur selon le ministère, le sexe et le groupe linguistique, 1984

16t 6	C11 C												
	9.45	ILI	1.23	319	42.2	207	8.72	784	83	124	88	561	Communications
	0.08	7	0.02	I	0.09	3	0.04	7	3	0	Ī	I	Commission sur les pratiques restrictives du commerce
8 9	2.78	33	2.29	SS	6.84	£†	1.12	57	61	74	ÞΙ	15	Commission nationale des libérations conditionnelles
C	0.0	0	0.001	٤	0.04	7	0.09	3	0	7	0	I	Commission mixte internationale
C	0.0	0	0.001	Ţ	0.0	0	100.0	I	0	0	0	I	Commission du tarif
<b>7</b> 9	9.22	SI	4,44	12	6.12	14	1.84	EI	L	L	8	S	Commission des relations de travail dans la Fonction publique
I S	23.5	7	S.9T	13	6.28	6	1.74	8	ε	9	I	L	Commission des allocations aux anciens combattants
C	0.08	ξ.	0.02	3	7.99	<b>†</b>	£.E.E	7	7	7	I	I	Commission de la réforme du droit du Canada
.58 I	1.84	60†	6.12	747	9.94	795	4.52	455	201	961	208	546	Commission de la Fonction publique
i L	7.92	t	£.£7	H	£.££	ς	L.99	01	0	ς	t	9	Commission d'appel de l'immigration
5 233	32.6	91	4.73	LSI	3.25	83	4.49	120	82	\$\$	87	102	Commission canadienne des transports
79 7	2.71	H	8.28	53	3,2.9	23	1.49	It	3	07	8	33	Commission canadienne des pensions
E O	0.01	3	0.06	LT	6.12	L	1.87	52	0	L	ε	70	Commission canadienne des grains
	3.05	97	4.69	65	2.95	87	2.54	7.5	ÞΙ	34	12	52	Commission canadienne des droits de la personne
	0.0£	9	0.07	ÞΙ	0.21	ε	0.28	LT	Ţ	7	ς	12	Commissariats à l'information et à la protection de la vie privée
	L.99	8	£.££	<b>†</b>	0.02	9	0.02	9 .	7	<b>7</b>	9	0	Bureau du Directeur général des élections
	0.04	30	0.09	57	€.64	7.5	7.02	38	13	74	LI	7.1	Bureau du Conseil privé
	9.2 <i>T</i>	53	4.72	70	2.24	33	8.42	07	77	II	18	6	Bureau du Commissaire aux langues officielles
	0.001	3	0.0	0	6.66	I	L.99	7	Ī	0	7	0	Bureau du Commissaire à la magistrature fédérale
	6'06	01	1.9	I	6.43	6	T.ZE	ς	9	Ţ	7	0	Bureau du Chef de cabinet du Gouverneur général
	7.14	ς	€.82	L	7.14	S	£.82	L	7	ε	3	<i>t</i>	Bureau des relations fédérales- provinciales
	1.92	9	9.ET	LI	2.29	12	8.48	8	3	12	£	ς	Bureau de services juridiques des pensions
	6.22	6	I.74	8	0.001	LI	0.0	0	6	8	0	0	Bureau de la Coordonnatrice, Situation de la femme
	£.8	Ţ	T.19	II	L.99	8	£.££	<b>†</b>	I	L	0	<b>†</b>	Bureau canadien de la sécurité aérienne
	3.4.5	61	2.29	98	1.64	LZ	6.02	87	01	41	6	61	Bibliothèque nationale
	£.2£	75	7.49	66	4.15	84	9.89	501	.17.	LZ	33	7.1	Archives publiques du Canada
-	r.e2	1,025	€.07	2,424	32.6	1,127	4.73	2,330	378	LÞL	<i>L</i> †9	<i>LL</i> 9'I	Approvisionnements et Services
	23.6	213	4.97	069	3.05	273	8.69	189	<i>L</i> 9	907	146	†8†	l'investissement étranger Agriculture
	2.2.2	13	8.97	43	9.82	91	4.17	07	<i>†</i>	12	6	18	Agence d'examen de
	9.84	273	4.12	687	0.25	761	0.29	998	501	76	891	<i>L</i> 61	Agence canadienne de développement international
	8.81	314	2,18	1,360	4.85	859	9.19	1,054	114	L75	200	££8	Affaires indiennes et du Nord canadien
	25.3	687	T.4T	077'1	18.3	354	7.18	1,581	88	797	101	9/1,1	Affaires extérieures
	0.02	191	0.08	699	1.85	302	6.59	588	\$5	248	II3 byoues	d t t t t t t t t t t t t t t t t t t t	Ministère Affaires des anciens combattants
10T 3	%	.N	%	.N	%	.N	%	.N	Franco- phones	Anglo-	Franco-		- arátziniM
		Francop		Angloph		<b>Е</b> сши	007	ишоН	COTT	Lemi	COTT	шон	

di svolor ub otiu

													lota:-L'addition des données ne correspo
22,843	7.12	876'\$	£.87	0SL'LI	23.2	5,310	8.97	EES,71	1,355	₹986	ETZ,E	13,886	[R30]
959	18.2	112	8.18	818	2.2	33	8.49	709	6	74	106	<b>†</b> 6†	ravaux publics
LÞ	1.91	6	6.08	38	6.41	4	1.28	07	3	†	9	34	lisvat
098	9.91	168	4.08	889	8.6	48	2.09	9 <i>LL</i>	30	75	138	<b>†</b> 89	ransports
164	5.92	208	7.57	282	25.3	700	T.4T	165	95	tt I	122	438	tatistique Canada
33	1.6	3	6.06	30	4.68	13	9.09	70	I	12	7	18	olliciteur général
LPL	8.92	661	2.87	543	6.34	346	7.52	101	ÞL	897	125	S12	ervice correctionnel du Canada
33	2.42	81	2.24	SI	4.24	ÞĪ	<b>3.72</b>	61	8	9	10	6	ecrétariat d'État du Canada
3	0.0	0	0.001	3	0.0	0	0.001	3	0	0	0	3	ciences et Technologie
2,000	15.4	301	9.48	1,653	1.22	1,102	6.44	868	135	930	991	723	anté nationale et Bien-être ocial
725,2	23.5	LTS	2.9L	1,780	£.8	761	T.19	2,135	33	65 I	t1S	1,621	evenu national (Impôt)
284	4.12	125	9.8 <i>T</i>	854	1.01	65	6.68	225	13	97	112	412	evenu national (Douanes et
9\$0'I	0.01	105	0.06	L76	10.2	801	8.68	846	ÞΙ	76	16	\$58	èches et Océans
132	1.51	LT	6.38	113	9.51	81	4.38	114	ε	SI	ÞΙ	86	Office national de l'énergie
100	12.0	12	0.88	88	0.88	98	0.49	79	Þ	32	8	95	Ausées nationaux du Canada
849	25.3	ILI	T.4T	<b>⊅</b> 0\$	28.3	761	T.IT	987	43	LÞI	128	155	ustice
30	<i>L</i> .81	S	£.£8	52	L'9ħ	14	£.£2	91	7	12	3	13	rendarmerie royale du Canada employés de la Fonction ublique)
177	0.02	87	0.08	761	1.91	97	6.08	S61	01	35	38	LSI	inances
100	30.0	30	0.07	04	0.22	77	0.87	84 .	S	LI	52	53	expansion industrielle régionale
101'7	6.81	453	1.18	576'I	9.6	230	<b>p</b> .06	171,2	69	991	390	6 <i>LL</i> 'I	Invironnement
96E'I	13.2	184	8.98	1,210	8.11	165	2.88	1,231	67	136	SSI	7/0'I	energie, Mines et Ressources
516	0.82	09	0.27	151	1.42	25	6.2 <i>T</i>	191	ÞΙ	LE	97	LII	imploi et Immigration
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	Département d'Etat au Développement économique
20	0.02	01	0.02	10	0.0	0	0.001	70	0	0	01	10	Sépartement des Assurances
9\$L'I	9.72	087	4.2T	1,258	£.61	755	7.08	604,1	124	210	356	1,048	Oéfense nationale (civils)
8	0.02	<b>†</b>	0.08	Þ	0.02	7	0.02	<b>†</b>	I	٤	ε	I	Cour suprême
539	7.61	Lt	٤.08	761	7.91	07	£.£8	661	II	67	98	163	Consommation et Corporations
T+	1.71	L	6.28	34	9.41	9	4.28	35	0	9	L	28	Conseil de la radiodiffusion et es télécommunications anadiennes
36	1.11	<b>†</b>	6.88	32	9.8	7	4.46	48	I	I	ε	18	Conseil du Trésor (Secrétariat)
Þ	0.25.0	I	0.27	3	0.0	0	0.001	<b>†</b>	0	0	I	٤	Conseil du Trésor (Bureau du Contrôleur général)
3	5.55	I	L.99	7	8.88	I	7.99	7	0	I	I	I	Conseil canadien des relations de ravail
360	4.91	04	9.08	067	0.8	81	0.29	342	ε	SI	<i>L</i> 9	SLZ	Communications
I	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	Ī	Commission sur les pratiques estrictives du commerce
I	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	Commission nationale des ibérations conditionnelles
IstoT	%	.N	%	.N	%	.N	%	.N		Anglo- l	Pranco- phones		ərəteiniN
	sauo	Francoph	ones	Angloph	es	Lemm	sət	ишоН	səu	Lemn	səu	шоН	

vota: — L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe linguistique.

Catégorie scientisique et prosessionnelle, sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés de la catégorie scientissque et prosessionnelle selon le ministère, le sexe et le groupe linguistique, 1984

104		
0	y	

11	0.0	0	0.001	ς	2.81	7	8.18	6	0	1	0	Þ	Commission mixte internationale
6	1.11	I	6.88	8	0.0	0	0.001	6	0	0	I	8	Commission du tarif
9	8.88	7	L.99	₽	0.08	ξ	0.08	3	7	I	0	٤	Commission des relations de travail dans la Fonction publique
I	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	I	Commission des allocations aux anciens combattants
7	0.02	I	0.02	I	0.02	I	0.02	I	0	ī	I	0	Commission de la réforme du droit du Canada
<b>L89</b>	2.2 <i>T</i>	615	24.5	891	8.95	78£	7.54	300	301	98	218	78	Commission de la Fonction publique
ε	L'99	7	5.55	Ī	£.EE	I	L.99	7	0	I	7	0	Commission d'appel de l'immigration
<del>†</del> 91	24.4	07	9.2 <i>T</i>	124	13.4	77	9.98	142	10	12	30	112	Commission canadienne des transports
36	6.T	ε	1.26	35	8.21	S	2.78	34	0	ς	ε	30	Commission canadienne des pensions
16	0.0	0	0.001	97	4.61	9	9.08	72	0	S	0	7.1	Commission canadienne des grains
9	7.91	I	8.88	\$	£.EE	7	L.99	₽	0	7	Ī	3	Commission canadienne des droits de la personne
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	Commissariats à l'information et à la protection de la vie privée
E	0.0	0	0.001	٤	£.E£	I	7.99	7	0	I	0	7	Bureau du Conseil privé
ī	0.001	I	0.0	0	0.001	I	0.0	0	I	0	0	0	Bureau du Directeur général des élections
I	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	Bureau du Commissaire aux langues officielles
S	0.09	ε	0.04	7	0.09	٤	0.04	7	7	Ţ	I	Ţ	Bureau du Commissaire à la magistrature fédérale
Ī	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	Ţ	Bureau des relations fédérales- provinciales
77	8.52	01	Z.9 <i>L</i>	32	8.52	01	2.97	32	3	L	L	72	Bureau de services juridiques des pensions
Þ	0.08	7	0.02	7	0.001	Þ	0.0	0	7	7	0	0	Bureau de la Coordonnatrice, Situation de la femme
6	2.22	7	8. <i>TT</i>	L	22.2	7	8.77	L	7	0	0	L	Bureau canadien de la sécurité aérienne
061	9.12	It	4.87	671	8.29	125	34.2	\$9	23	102	81	<i>L</i> ₹	Bibliothèque nationale du Canada
III	4.52	97	9.9L	28	32.4	98	9.79	SL	9	30	70	55	Archives publiques du Canada
215	6.T2	09	1.27	125	10.2	77	8.68	193	5	LĪ	55	138	Approvisionnements et Services
7,244	0.0	0	0.001	9	16.7	1 283	£.£8 4.78	196'1	0	I 861	958	265,1	Agence d'examen de l'investissement étranger Agriculture
<u>L9</u>	42.4	87	9.72	38	Z.T	ς	5.26	79	7	3	97	35	Agence canadienne de développement international
£89'I	0.8	130	0.26	1,505	0.24	LSL	0.88	976	95	119	<b>₽</b> L	\$34	Affaires indiennes et du Nord canadien
09	1.2.1	L	6.78	IS	7.15	61	6.89	It	I	81	9	33	Affaires extérieures
698	6.72	210	1.24	ESI	6.2T	697	1.72	100	691	96	ΙÞ	LS	Affaires des anciens combattants
BIOT	%	'N	%	'N	%	.N	%	'N	byoues	Phones sanord		Anglo- l	9191siniM
	səuoi	Francoph	səuo	AngolgnA	sə	Femm	S9	шшоН	səu	Femn	səu	ишоН	

El svolor ub otius

187'\$	6.61	IS8	1.08	3,430	0.7	667	0.56	286'£	IL	877	084	3,202	[B10]
SEI	2.81	52	2.18	011	S.I	7	2.86	133	0	7	57	301	Travaux publics
It	0.22	6	0.87	35	1.71	L	6.28	75	0	L		108	
<u>L67</u>	2.71	IS	8.28	357	7.5	II	£.36	987	7	6	6 67	75.2 75.2	Transports Transil
1/8	4.12	81	9.87	99	2.6	8	2.06	94	7	9	91	09	
97	2.11	5	2.88	73	T.T	7	5.26	<b>⊅</b> Z	0	7	81	12	Statistique Canada
SL	0.82	17	0.27	<b>†</b> S	7.9	ç	5.59	04	7	ξ	6 I	IS	Service correctionnel du Canada Solliciteur général
79	8.94	67	2.52	33	6.21	8	1.78	⊅S	3	ς	97	87	
23	0.51	8	0.78	20	13.0	٤	0.78	07	0	٤	£ 35		Secrétariat d'État du Canada
ZSI	4.81	57	6.58	121	13.2	50	8.38	132	ç	SI	30	112	Sciences et Technologie
031	V ) 1	30	760	401	CCI	UL	0 70	133	5	51	00	CII	Santé nationale et Bien-être social
611	T.22	LZ	E.TT	76	2.4	S	8.26	ÞΠ	0	S	LZ	L8	Revenu national (Impôt)
011	£.71	61	7.28	16	2.4	S	2.26	501	I	<b>t</b>	81	<u> </u>	Accise)
							2 3 0	20.		,	01	20	Revenu national (Douanes et
140	12.9	18	1.78	122	1.2	3	6.79	LEI	I	7	LI	120	Pêches et Océans
23	0.0	0	0.001	23	0.0	0	0.001	23	0	0	0	23	Office national de l'énergie
LZ	8.41	t	2.28	23	4.7	7	9.26	52	0	7	7	71	Musées nationaux du Canada
LI	1.74	8	6.22	6	8.11	7	2.88	SI	7	0	9	6	Justice
I	0.001	I	0.0	0	0.0	0	0.001	I	0	0	I	0	bnpjidne)
													(employés de la Fonction
													Gendarmerie royale du Canada
88	9.81	12	4.38	94	r.2	S	6.49	83	0	ς	12	IL	Finances
301	22.3	49	L.TT	734	9.8	41	4.46	787	<b>†</b>	EI	69	721	Expansion industrielle régionale
797	6.61	35	1.88	717	0.4	01	0.96	742	7	8	33	607	
781	0.8	SI	0.26	771	7.8	L	£.86	180	0	L	SI	591	Energie, Mines et Ressources Environnement
6	0.0	0	0.001	6	0.0	0	0.001	6	0	0	0	6	Département des Assurances
812	6.82	69	1.17	SSI	2.6	07	8.06	861	٤	LI	09	138	Emploi et Immigration
143	6.11	LI	1.88	176	7.0	I	8.66	142	0	I		138	
I	0.0	0	0.001	I	0.0	0	0.001	Ĭ	0	0	0	I	Défense nationale (civils)
£8	6.22	61	1.77	t9	8.01	6	2.68	†L	t	ç	51	65	Consommation et Corporations Cour fédérale
781	22.0	07	0.87	142	0.71	18	0.88	ISI	8	23	35	611	Conseil du Trésor (Secrétariat)
£L	0.11	8	0.68	59	8.9	ç	2.59	89	7	£ .	9	79	Contrôleur général)
					0 /	2	0 00	67	·	C	7	69	Conseil du Trésor (Bureau du
67	0.15	6	0.69	70	4.8	I	9.96	87	0	I	6	61	canadiennes
													des télécommunications
													Conseil de la radiodiffusion et
IstoT	%	.N	%	'N	%	'N	%	.N		byoues		byoues	Ministère
									Franco-	-olgnA	-ooner	I -olgnA	
	sauoi	Francop	oues	dqolgnA	sə	Lemm	sai	ишоН	LIC2	Lemn	con.	ишоН	
									300	E-med	300	Ношь	

0.27 Ţ Commission canadienne des 9 0.0 0.001 0 0.0 0.001 9 0 9 grains Commission canadienne des 0.27 0.82 0.27 droits de la personne Commission canadienne des 0.0010 0.001 0 0 a la protection de la vie privée Commissariats à l'information et 0.001 0.0 0.0 0 0.001 0 0 Bureau du directeur général des 6.21 1.48 6.48 77 1.23 It 8 Bureau du conseil privé 0.001 0.001 Couverneur général Bureau du Chef de cabinet du 0.98 6 0.49 91 0.02 5 0.08 t 8 fédérales-provinciales Bureau des relations 0 0.001 0.001 1 0.0 0 Situation de la femme Bureau de la coordonnatrice, 0.27 0.22 t 8.81 3 81.3 7 aux langues officielles Bureau du Commissaire 0.001 0 0.001 0 0 I 0 magistrature fédérale Bureau du Commissaire à la 0.0 0.001 0.001 0 0 0 7 Bureau canadien de la sécurité 1.11 6.88 8 9.55 4.4 Þ I t 0 t Canada Bibliothèque nationale du 9.2 8.77 DI I 4.46 t Archives publiques du Canada 377 1.91 Lt 6.08 9 66 4.2 9.76 047 b 50 561 Approvisionnements et Services 517 67 8.38 061 9 Agriculture £.79  $^{\dagger}$ 981 8.9 8.56 8.9 8.56 SI 0 l'investissement étranger ÞΙ Agence d'examen de :01 07 9.29 4.78 19 5.9 100 développement international 3 Þ 63 Agence canadienne de .91 8.91 87 8.7 2.29 751 01 159 canadien Affaires indiennes et du Nord 181 p.61 9.08 Sti 9 L'96 114 7 Þ ItI Affaires des anciens combattants 6.81 1.18 87 6.19 34 Riol byoues byoues byoues Ministère Anglo- Franco-Anglo- Franco-Francophones Anglophones. Lemmes Hommes Hommes groupe linguistique, 1984 Répartition, en nombre et pourcentage, des employés de la catégorie de la gestion selon le ministère, le sexe et le Catégorie de la gestion, sexe et groupe linguistique

14.3

1.62

0.25

0.08

4.98 t

4.84

6.11

0.25

H

74

29

57

91

6

31

H

9

9

0.0

L'6

12.5

0.0

0.0

4.22

0.08

0.0

0

0

0.001 L

8.06

2.78

0.001

0.001

0.001

9.77

0.001

86

65

0

0

0

8

0

0

8

6

I

0

57

Q

9

75

Conseil canadien des relations de

Commission mixte internationale

libérations conditionnelles Commission nationale des

Commission de la Fonction

Commission canadienne des

Communications

Commission du tarif

Fonction publique de travail dans la Commission des relations

l'immigration Commission d'appel de

7.28

6.07

0.27

0.001

0.08

9.59

9.95

0.001

1.88

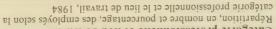
# Exigences linguistiques du poste, catégorie profession-

nelle et groupe linguistique
Répartition, en nombre et pourcentage, des employés selon la
catégorie professionnelle, les exigences linguistiques du poste et le
groupe linguistique, 1984

	Grand total	851,151	72.3	<b>†19'19</b>	T.T.	277,222	224,026
	Anglais ou français	651,8	8.29	4,239	34.2	12,398	12,398
	Français	767	6.I	15,588	1.86	15,882	15,882
catégories	Anglais	124,045	2.79	₹85,5	8.2	127,629	679'L71
Toutes les	Bilingue	775,52	6.88	857,85	1.13	561,03	SE1,03
	Total	32,068	£.27	LIS'0I	7.42	42,585	816,24
	Anglais ou français	LS8'I	6.64	998'I	1.02	3,723	3,723
	Français	L91	6.2	819'5	1.79	5,845	548,2
	sislgnA	741,82	6.76	709	1.2	647,82	58,749
Exploitation	Bilingue	969	25.0	2,093	0.27	687,2	687,2
	IstoT	LÞI'9Þ	0.78	75,767	33.0	<b>†16'89</b>	L6E'69
	Anglais ou français	964'7	٤.39	1,423	T.EE	4,219	4,219
	Français	69	I.I	979'5	6.86	689'5	689'\$
literteinimba	sislgnA.	516,25	7.26	\$65'I	4.3	805,75	805,75
Soutien	Bilingue	515,2	4.82	13,384	9.17	L69'81	L69'8I
	InjoT	21,635	p.e7	809'\$	9.02	27,243	745,72
	Anglais ou français	1,123	2.87	308	21.5	164,1	1.431
	Français	35	T.2	1,158	£.79	061'1	061'1
	sislgnA	18,249	٤.79	205	7.2	187,81	187,81
Technique	Bilingue	1,835	34.0	3,564	0.88	666,5	666,2
	InjoT	766'68	£.07	768'91	7.62	₹88'9\$	ZÞ0'LS
	Anglais ou français	1,613	2.87	057	8.12	2,063	2,063
extérieur	Français	LI	7.0	7,364	٤.99	186,2	186,2
et service	sislgnA	28,403	8.79	<b>PE9</b>	2.2	750,62	750,62
Administration	Bilingue	6,203	1.14	13,209	6.88	22,412	22,412
	IntoT	OSL'LI	£.87	876'7	7.12	879,22	22,843
	Anglais ou français	679	1.08	191	6.61	018	810
	Français	SI	6.1	6\$L	1.86	†LL	PLL
professionnelle	zislgnA	12,532	1.86	243	6.I	12,775	SLL'7I
Scientifique et	Bilingue	3,819	0.12	۲99 <b>'</b> ٤	0.64	984,7	981'4
	latoT	3,430	1.08	158	6,61	182,4	187'>
	Anglais ou français	611	£.97	18	7.02	120	120
	Français	0	0.0	3	0.001	3	3
	sislgnA.	194	0.66	8	0.1	694	69L
Gestion	Bilingue	2,452	9.2 <i>T</i>	064	24.4	3,242	3,242
professionnelle	linguistiques du poste	'N	%	'N	%	byoues	IstoT
eirogèt <b>s</b> O	Exigences	iqoignA	poues	Francop	pones	Anglo- phones et	

Nota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas la catégorie professionnelle, les exigences linguistiques du poste ou le groupe linguistique.

## Catégorie professionnelle et lieu de travail





Grand total*	680'74	2.28	<b>LE6'ISI</b>	8.73	224,026
Exploitation	066'7	9.11	826,75	4.88	42,918
Soutien administratif	52,644	0.78	£87,84	0.59	<u>766,68</u>
Total (catégories d'agents)	41,315	0.75	861'04	0.69	£12,111
Technique	119'9	2.4.2	20,736	8.27	745,72
Administration et service extérieur	217,22	8.68	94,330	2.09	7+0°LS
Scientissque et professionnelle	\$66'8	4.68	848,81	9.09	22,843
Gestion	166'7	0.07	1,284	30.0	187'7
Catégorie professionnelle	.N	%	'N	%	IstoT
	stiqeD al	ale .	lieux de travs	lis	

Nota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

"Comprend, en 1983, 9 cadres de direction désignés GX et 10 en 1984. À ce titre, ils ont droit au salaire de DM-1.

précisent pas la catégorie professionnelle.

# Catégorie de la gestion et semmes, francophones et autochtones

autochtones de la catégorie de la gestion, selon le groupe et le niveau, 1983 et 1984 Répartition, en nombre et pourcentage, des hommes, des semmes, des anglophones, des strancophones et des



187'\$	2.0	17	6,61	158	1.08	3,430	0.7	667	0.56	₹86'€	IntoT
70'7	2.0	10	6.71	393	1.28	099'I	6.T	091	1.26	1,863	WS
	0.0	0	5.55	7	T.33	7	0.0	0	0.001	9	SX (non transposés)
84	9.0	ς	22.2	₽LI	8.77	119	2.8	L9	2.19	817	EX-1
59	٤.0	7	.7.02	135	£.97	812	£.3	ΙÞ	7.59	219	EX-2
IS	9.0	ε	8.02	101	2.97	807	5.5	LI	L'96	867	EX-3
17	2.0	I	23.3	67	L.9T	191	L.9	ÞΙ	6.56	961	EX-4
8	0.0	0	23.6	12	4.97	89	0.0	0	0.001	68	EX-S=
					1984						
98€	4.0	LI	7.61	194	€.08	3,106	6.8	LZZ	1'76	3,640	IsioT
DL'I	2.0	6	1.71	767	6.28	LI4,1	4.9	601	9.56	1,600	MS
I	0.0	0	7.25	S	2.49	6	0.0	0	0.001	ÞΙ	SX (non transposés)
SL	2.0	Þ	2.22	891	8.77	885	4.7	95	9.26	001	EX-1
19	2.0	I	20.3	125	T.9T	767	0.9	LE	0.49	085	EX-2
817	4.0	7	2.22	108	8.77	378	2.5	12	2.79	ヤムヤ	EX-3
70	2.0	I	9.12	St	£.87	163	8.2	12	2.46	961	EX-4
L'	0.0	0	23.4	81	9.97	65	E.I	I	7.86	91	EX-2»
Togètes	%	.N	%	.N	%	'N	%	.N	%	.N	Groupe et niveau
Effect tot se	sə	Autochton	səu	Francopho	ues	odqolgnA		Femmes	Sc	эшшоН	

II évolor ub otiu

							nents ne	ertains docur	oarce que c	aux totaux r	s airement s	d pas néces	lota:-L'addition des données ne correspon
224,026	T.T.	<b>\$19'19</b>	E.27	851,151	1.14	660,26	6.88	131,933	28,145	147,541	694,65	L16'L6	irand total
816'77	7.42	L15'01	E.ST	35,068	6.21	LIS'S	1.78	104,75	1,343	870,4	<b>\$41'6</b>	066'LZ	IstoT
169'1	4.84	L6L	9.12	848	8.22	643	2.44	874	311	909	987	747	Services hospitaliers (HS)
268,01	24.3	7,606	T.ST	8,128	€.0€	3,282	7.69	ESS'L	L85	149'7	2,019	L87'S	Services divers (GS)
641,1	1.48	₹SL	9.25	423	1.25	414	6.49	S9L	617	134	SLt	687	Services d'imprimerie (PR)
01/4	8.88	765, I	2.99	121,5	2.11	583	8.88	4,207	tII	SIt	874,1	907,2	Services correctionnels (CX)
2,368	p' I	<b>≯</b> €	9.86	7,327	€.0	8	L'66	2,360	0	8	34	2,319	Réparation de navires (SR)
95t'I	14.0	203	0.38	1,246	2.0	8	2.66	1,448	7	9	201	1,240	Pompiers (FR)
278,21	7.52	EET,E	£.97	12,022	T. I	797	€.86	15,613	77	210	169'E	11,812	métier (GL)
117	0.0	10	0:10	±10	/:1	,	6:06	+0+	0		1.0	100	Manœuvres et hommes de
491'7	4.21 0.9	332	0.19	1,828 1428	4.2 7.1	L	£.86	707	0	L	LE	795	Gardiens de phare (LI)
961'7	7.91	677	6.08	127,1	4.0	6	9.66 9.76	781,2	L	8	325	287,1	ration de machines fixes (HP)  Équipage de navires (SC)
301.6	201	OCV	2 08	1321	V 0	0	9 00	791 C	1	ð	861	1,743	Chauffage, force motrice et opé-
													xploitation
L6E'69	33.0	L9L'77	0.78	L+1'9+	9.28	855,72	p.71	650'71	L9*'8I	38,450	4,300	L69'L	IstoT
3,210	8.82	816	2.17	5,255	6.17	2,308	1.82	706	633	6£9'I	087	919	Traitements des données (DA)
Stl'tl	8.25	970'5	2.49	9£0'6	6.86	886,81	1.1	LSI	800,8	816'8	38	118	lographic (ST)
													Secrétariat, sténographie, dacty-
LDD	34.9	ttl	1.29	697	2.52	539	2.94	208	99	140	84	176	Mécanographie (OE)
877	2.02	LtI	8.97	088	41.2	300	8.82	428	85	741	68	339	Communications (CM)
798,02	7.25	115,81	£.73	700,48	9.67	\$02,04	4.02	10,364	12,702	212,72	3,815	564,8	ments (CR)
													Commis aux écritures et règle-
745,72	9.02	809'\$	b*()	21,635	9.21	3,453	F*/0	L.cofc#	Chi	coole	cools	00/607	Outien administratif
S06'Z	2.61	995	₱'6L				<b>4.78</b>	73,894	6 <b>†</b> L	699'7	658'\$	996'81	IstoT
200 5	7.81	188,1	6.18 2.08	6,031	7.E1	965	6.38	5,255	87	371	884	2,013	Techniciens divers (GT)
201 L	181	1331	018	1809	5 51	0511	2.48	5569	180	556	151,1	870,2	Soutien technologique et scientifique (EG)
2,183	T.92	949	£.07	188'1	£.84	\$50°I	7.12	671'1	567	ESL	155	844	(IS)
												022	Soutien des sciences sociales
63		L	2.88	75	4.67	05	9.02	13	ς	43	7	II	Soutien de l'enseignement (EU)
	2.11	L	2 00				1100	( -	0.07	69	691	101	
112,1	9.21	681	4.48	1,022	6.9	83	1.59	1,128	70	29	091	6\$6	Radiotélégraphie (RO)
112,1	0.62	681 Lt	0.17 4.48	SII	2.51	77	2.98	ItI	٤	81	pp	L6	Photographie (PY) Radiotélégraphie (RO)
712,1 E81	4.02 0.62 6.81	80£	5.97 0.17 5.48	1,205	6.E1	77	4.26 2.38	[†] 	3 30	91	882	<i>L</i> 6	Officiers de navire (SO) Photographie (PY)
852 712,1 531 112,1	1.81 4.02 0.62 6.81	80£ 208	6.18 6.17 6.17 7.48	\$02,1 \$11	7.£ 6.4 8.51	77 04 70	£.86 \$.88	812 744,1	3 30 50	05 14	882 76	251,1 \$24	Navigation aérienne (AO) Officiers de navire (SO) Photographie (PY)
858 712,1 681 112,1	24.3 1.81 29.0 4.02 5.0.4	681 Lt 80£ L6 89£	7.27 6.18 6.17 0.17 4.48	241,1 802,1 201,1	2.0 3.7 6.6 8.51	31 27 31	0.86 £.86 \$.88	141 744,1 812 284,1	20 20 20 20	14 20 14 29	882 76 887	25 t 611,1	Inspection technique (TI)  Navigation aérienne (AO)  Officiers de navire (SO)  Photographie (PY)
852 712,1 531 112,1	1.81 4.02 0.62 6.81	80£ 208	6.18 6.17 6.17 7.48	\$02,1 \$11	7.£ 6.4 8.51	77 04 70	£.86 \$.88	812 744,1	3 30 50	05 14	882 76	251,1 \$24	(P1) Inspection technique (T1) Navigation aérienne (AO) Officiers de navire (SO) Photographie (PY)
647,2 612,1 682 612,1 681 712,1	8.22 8.42 1.81 1.81 0.02 0.62	681 Lt 808 L6 898 †0L	2.47 6.18 7.27 6.18 0.17	2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020	4.7 0.2 7.8 6.4 8.81	203 31 203 31 203	0.89 0.89 5.68 5.68	042,5 812 812 744,1	\$ \$ \$ \$	05 71 97 97	887 76 898 059	76 \$24 611,1 \$24	Inspection des produits primaires (PI) Inspection technique (TI) Navigation aérienne (AO) Officiers de navire (SO) Photographie (PY)
470,6 612,1 852 712,1 631 712,1	20.5 8.22 8.4.3 18.1 29.0 4.02 15.6	681 Lt 80£ L6 89£ t0L	2.47 2.47 6.18 7.27 6.18 0.17	7.64,2 020,2 241,1 684 202,1	6.1 4.7 0.2 7.5 6.4 7.5 8.51	77 02 18 807	7.86 7.86 7.86 7.86 7.86 7.86	2,035 2,440 812 744,1	8 8 8	97 97 97 81 18	76 887 76 898 059	76 \$24 611,1 \$24 904,2	Electronique (EL) Inspection des produits primaires (Pl) Inspection technique (Tl) Navigation aérienne (AO) Officiers de navire (SO) Officiers de navire (SV)
647,2 612,1 682 612,1 681 712,1	8.22 8.42 1.81 1.81 0.02 0.62	681 Lt 808 L6 898 †0L	2.47 6.18 7.27 6.18 0.17	2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020 2,020	4.7 0.2 7.8 6.4 8.81	252 203 304 305 307 307 308 308 308 308 308 308 308 308	7.86 8.28 7.86 7.86 7.86 8.98	3,035 3,035 2,540 3,042 3,045 1,447 141	\$ 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	81 05 71 92 571 18 761	75 887 76 898 059 079 079	881,1 \$78,1 611,1 \$78,1 611,1 \$24,0 611,1	Dessin et illustration (DD)  Électronique (EL) Inspection des produits primaires (Pl) Inspection technique (Tl) Navigation aérienne (AO) Officiers de navire (SO) Officiers de navire (SV)
#10,6 987,1 \$62 612,1 \$63 112,1 \$63 112,1	2.22 2.02 8.22 8.22 4.02 1.81 0.62	681 Lt 808 L6 898 t0L 879 L68	2.97 2.47 2.47 2.47 2.47 2.47 5.97 5.97 5.97	2,020 1,145 1,145 1,145 1,205 1,205 1,205	2.41 E.1 0.2 7.8 6.61	77 02 18 807	7.86 7.86 7.86 7.86 7.86 7.86	2,035 2,440 812 744,1	8 8 8	97 97 97 81 18	76 887 76 898 059	76 \$24 611,1 \$24 904,2	Electronique (EL) Inspection des produits primaires (Pl) Inspection technique (Tl) Navigation aérienne (AO) Officiers de navire (SO) Officiers de navire (SV)
#10,6 987,1 \$62 612,1 \$63 112,1 \$63 112,1	2.22 2.02 8.22 8.22 4.02 1.81 0.62	681 Lt 808 L6 898 t0L 879 L68	2.97 2.47 2.47 2.47 2.47 2.47 5.97 5.97 5.97	2,020 1,145 1,145 1,145 1,205 1,205 1,205	2.41 E.1 0.2 7.8 6.61	252 203 304 305 307 307 308 308 308 308 308 308 308 308	7.86 8.28 7.86 7.86 7.86 8.98	3,035 3,035 2,540 3,042 3,045 1,447 141	\$ 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	81 05 71 92 571 18 761	75 887 76 898 059 079 079	881,1 \$78,1 611,1 \$78,1 611,1 \$24,0 611,1	aérienne (AI) Dessin et illustration (DD) Électronique (EL) Inspection des produits primaires (PI) Inspection technique (TI) Navigation aérienne (AO) Officiers de navire (SO) Officiers de navire (SV)
#10,6 987,1 \$62 612,1 \$63 112,1 \$63 112,1	2.22 2.02 8.22 8.22 4.02 1.81 0.62	681 Lt 808 L6 898 t0L 879 L68	2.97 2.47 2.47 2.47 2.47 2.47 5.97 5.97 5.97	2,020 1,145 1,145 1,145 1,205 1,205 1,205	2.41 E.1 0.2 7.8 6.61	252 203 304 305 307 307 308 308 308 308 308 308 308 308	7.86 8.28 7.86 7.86 7.86 8.98	3,035 3,035 2,540 3,042 3,045 1,447 141	\$ 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	81 05 71 92 571 18 761	75 887 76 898 059 079 079	881,1 \$78,1 611,1 \$78,1 611,1 \$24,0 611,1	Contrôle de la circulation  defrienne (AI)  Dessin et illustration (DD)  Electronique (EL)  Inspection des produits primaires  (PI)  Inspection technique (TI)  Navigation aérienne (AO)  Officiers de navire (SO)  Officiers de navire (SO)
642,2 647,1 647,2 647,2 651 712,1 661 112,1	2.32 2.02 2.02 2.02 8.22 8.24 1.81 1.81 6.42 6.02	681 Lt 80E L6 89E t0L 879 L6E 07E	\$\frac{1}{2}\$ \frac{1}{2}\$ \fra	226,1 0386,1 764,2 020,2 624 624 621,1 620,1	\$.5 \$.1 \$.7 \$.7 \$.5 \$.5 \$.5 \$.5 \$.5 \$.5 \$.5 \$.5 \$.5 \$.5	252 67 07 07 07 07 07 07 07	\$5.96 \$7.86 \$7.86 \$7.86 \$7.86 \$7.96	\$1,2 \$50,5 \$50,5 \$84,1 \$18 \$18 \$18	\$ 07 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	81 05 †1 92 5†1 1£ 761	887 76 898 059 079 079 078	208,1 881,1 604,2 824,0 821,1 824	echnique Contrôle de la circulation aérienne (A1) Desain et illuatration (DD) Êlectronique (EL) Inspection des produits primaires (P1) Inspection technique (T1) Navigation aérienne (AO) Officiers de navire (SO) Officiers de navire (SO)
240,72 240,72 240,72 241 241 241 241 241 241 241 24	7.62 8.22 8.22 8.22 8.24 1.81 6.42 0.62	268,81 74 805 76 805 76 805 76 805 76 805 76 805 76 805 76 805 76 805 805 805 805 805 805 805 805	\$.07 \$.40 \$.40 \$.40 \$.40 \$.40 \$.40 \$.40 \$.40	29,99£  220,1  220,1  220,2  7£4,2  6£4  241,1  2502,1	6.26 6.1 6.1 7.6 0.2 7.7 7.6 8.1 8.1 8.1	121,02 121,02 12,02 16,02 16,02 17,02	\$598 \$596 \$596 \$596 \$596 \$596 \$596 \$596 \$596	126,8£  129,8£  129,8£  129,8£  129,8£  141,87  141,87  141,87  141,87	\$ 07 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	916'E1  916'E1  916'E1	887 76 898 059 079 075 108	20°97 20	Taduction (TR)  Teduction (TR)  Contrôle de la circulation  Serienne (AI)  Dessin et illustration (DD)  Electronique (EL)  Inspection des produits primaires  (PI)  Mavigation aérienne (AO)  Officiers de navire (SO)  Officiers de navire (SO)
240,72 240,72 470,5 687,1	2.88 2.88 2.98 7.92 8.22 8.22 8.22 1.81 6.42 1.81 6.42 1.81 6.42 1.81	268.1 268.1 268.2 268.2 268.3 2	\$.07 \$.07	2002.1 2002.2 2002.1 2004.2 2005.1 2005.1 2006.2 2006.1 2006.2 2006.1 2006.2 20	5.85 5.85 5.85 5.85 5.15 7.5 0.2 4.7 6.1 7.5 0.2 4.7 7.5 0.2	77 02 16 607 66 65 67 64 121'02 59 65	8.84 6.02 7.45 8.28 8.28 8.29 7.86 8.28 8.28 8.28 8.38 7.40 8.28 8.28	126'9€ 176'9€ 176'9€ 176'9€ 176'9€ 176'9€ 176'9€ 176'9€	E 07 S S S PS 8 LS 61 S T PS LS LI	05 11 97 571 11 12 761 09 916'E1 08 92	bt   887   76   76   76   76   76   76   7	76 920,022 78 911,1 928,1 93,1 94,0,0 95,1 96,0,0 97,0,0 97,0,0 98,1 97,0,0 97,0 97,	Stagistres en administration (AT)  Traduction (TR)  Total  Contrôle de la circulation  Serienne (AI)  Dessin et illustration (DD)  Electronique (EL)  Electronique (EL)  Inspection des produits primaires  (PI)  (PI)  Mavigation aérienne (AO)  Officiers de navire (SO)  Officiers de navire (SO)  Officiers de navire (SO)
252,1  112,1  801  240,72  470,6  882  312,1  647,2  470,6  882  312,1  647,2	0.7£ 6.88 2.6£ 6.98 7.92 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.03	29b  20b  20b  20b  20b  20b  20b  20b	\$'04 \$'54 \$'64 \$'64 \$'64 \$'64 \$'64 \$'64 \$'64 \$'99 0'E9	266,65 26,00 200,2 7,00 200,2 7,00 7	1.84 1.84 1.84 1.84 1.84 1.84 1.84 1.84	77 02 02 16 807 66 857 64 121'02 85 85 85 85 85 85 85 85 85 85 85 85 85	8.84 6.08 6.18	176'9E 176'9E 176'9E 176'9E 176'9E	\$\begin{array}{c} \colon \colo	0ς 0ς 11 97 97 98 916'ε1 09 916'ε1 08 9ε εεεε	76 76 76 882 76 898 76 898 76 898 76 898 76 898 76 898 76 898 76 898 76 76 76 76 76 76 76 76 76 76	76 524 526 611,1 578,1 611,1 61	Services d'information (IS) Stagiaires en administration (AT) Traduction (TR)  Total Contrôle de la circulation Serienne (AI) Dessin et illustration (DD) Dessin et illustration (DD) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (PI) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (PI) Inspection des primaires (PI) Inspection des primaires (PI)
222,1 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$13,12	7.2£ 0.78 2.86 2.86 2.86 2.02 8.22 8.22 8.22 1.81 6.42 1.81 6.42	294 268,81 74 808 76 808 76 808 76 808 76 808 76 808 76 808 808 76 808 808 808 808 808 808 808 80	\$'64 6'18	\$84 965,7 \$90,57	1.84 1.24 1.84 1.24 1.84 1.84 1.84	77 02 16 60 60 60 60 60 60 60 60 60 6	\$198 \$198 \$198 \$198 \$198 \$198 \$198 \$198	112.9	828,1 822, 828,1 84,7 87,2	\$1 00 00 00 00 00 00 00 00 00 00 00 00 00	## ## ## ## ## ## ## ## ## ## ## ## ##	2εε'ν 21ν 29ν 21ν 20ν'ς	Services administratifs (AS) Services d'information (IS) Stagiaires en administration (AT) Traduction (TR)  Contrôle de la circulation Serienne (AI) Dessin et illustration (DD) Dessin et illustration (DD) Dessin et illustration (DD) (PI) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (AB) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (PI) Inspection de navire (SO) Officiers de navire (SO) Officiers de navire (SO)
252,1  112,1  801  240,72  470,6  882  312,1  647,2  470,6  882  312,1  647,2	0.7£ 6.88 2.6£ 6.98 7.92 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.02 6.03	29b  20b  20b  20b  20b  20b  20b  20b	\$'04 \$'54 \$'64 \$'64 \$'64 \$'64 \$'64 \$'64 \$'64 \$'99 0'E9	266,65 26,00 200,2 7,00 200,2 7,00 7	1.84 1.84 1.84 1.84 1.84 1.84 1.84 1.84	77 02 02 16 807 66 857 64 121'02 85 85 85 85 85 85 85 85 85 85 85 85 85	8.84 6.08 6.18	176'9E 176'9E 176'9E 176'9E 176'9E	825, 1 200 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	\$1 \$20 \$30 \$41 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30	76 887 76 888 76 898 897 898 897 898 897 898 898 898 898	26,042 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Services d'information (IS) Services d'information (IS) Stagiaires en administration (AT) Traduction (TR)  Contrôle de la circulation Contrôle de la circulation Dessin et illustration (DD) Dessin et illustration (DD) Traduction (EL) Trapection des produits primaires (PI) Inspection des produits primaires Inspection des produits primaires Inspection des produits primaires Inspection des produits primaires (PI) Inspection des produits primaires Inspection des primaires Inspection des primaires (SO)
222,1 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$13,12	7.2£ 0.78 2.86 2.86 2.86 2.02 8.22 8.22 8.22 1.81 6.42 1.81 6.42	294 268,81 74 808 76 808 76 808 76 808 76 808 76 808 76 808 808 76 808 808 808 808 808 808 808 80	\$'64 6'18	\$84 965,7 \$90,57	1.84 1.24 1.84 1.24 1.84 1.84 1.84	77 02 16 60 60 60 60 60 60 60 60 60 6	\$198 \$198 \$198 \$198 \$198 \$198 \$198 \$198	112.9	828,1 822, 828,1 84,7 87,2	\$1 \$20 \$30 \$41 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30	## ## ## ## ## ## ## ## ## ## ## ## ##	26,042 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Services administratifs (AS) Services d'information (IS) Stagiaires en administration (AT) Traduction (TR)  Contrôle de la circulation Serienne (AI) Dessin et illustration (DD) Dessin et illustration (DD) Dessin et illustration (DD) (PI) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (AB) Inspection des produits primaires (PI) (PI) Inspection des produits primaires (PI) Inspection de navire (SO) Officiers de navire (SO) Officiers de navire (SO)
222,1 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$12,12 \$13,12	7.25 7.07	294 268,81 74 808 76 808 76 808 76 808 76 808 76 808 76 808 808 76 808 808 808 808 808 808 808 80	\$\frac{6.18}{5.67}\$ \$\frac{7.27}{5.67}\$ \$\frac	\$84 965,7 \$90,57	6.24 6.14 6.14 6.14 6.15 7.41 7.41 8.5 6.15 1.94 1.84 1.84 1.84 8.6	77 02 16 60 60 60 60 60 60 60 60 60 6	\$ 98 \$ \$ 96 \$ \$ 96 \$ \$ 976 \$ \$ \$ 98 \$ \$ \$ 96 \$ \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$ 6 15 \$ \$	112.9	00000000000000000000000000000000000000	\$1 \$20 \$30 \$41 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30 \$30	-0016774 -0016774 -0016749 -00	26,042 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	Services d'information (IS) Services d'information (IS) Stagiaires en administration (AT) Traduction (TR)  Contrôle de la circulation Contrôle de la circulation Dessin et illustration (DD) Dessin et illustration (DD) Traduction (EL) Trapection des produits primaires (PI) Inspection des produits primaires Inspection des produits primaires Inspection des produits primaires Inspection des produits primaires (PI) Inspection des produits primaires Inspection des primaires Inspection des primaires (SO)

précisent pas la catégorie professionnelle, le groupe professionnel ou le groupe linguistique.

<sup>-</sup>Les pourcentages relatifs aux groupes linguistiques ont èté établis sur le total des employés dont la première langue officielle est connue.

# Categorie et groupe professionnels, sexe et groupe linguistique

groupe linguistique, 1984 Répartition, en nombre et pourcentage, des employés selon la catégorie et le groupe professionnels, le sexe et le

88,I	6.97	105	1.57	196,1	9.0£	SLS	4.69	1,305	152	413	6t£	846	Programmes de bien-être social (WP)
76	9.12	661	4.87	127	24.5	526	S.ST	\$69	LS	69 I	142	252	Organisation et méthodes (OM)
3,0	2.78	1,127	5.29	678,I	T.TA	1,440	52.3	LLS'I	LIS	176	019	856	Gestion du personnel (PE)
1,5	23.3	0 <del>†</del> L	L.9T	2,430	2.52	887	8.97	2,438	661	855	145	1,892	Gestion des systèmes informati- ques (CS)
7,6	9.92	202	4.87	176'1	2.T.S	67 <i>L</i>	2.2T	1,924	707	224	105	LI†'I	Gestion des finances (FI)
7'7	0.22	687	0.87	1,735	0.41	314	0.88	156,1	04	238	614	L67'I	Commerce (CO)
6'SZ	4.72	860°L	9.2 <i>L</i>	948'81	8.45	6,043	2.29	556,81	2,176	tt8'9	4,922	12,002	Administration des programmes (Mq)
0,2	2.4.5	887	2.27	L05°1	0.25.0	005	0.27	1,503	121	LLE	L9E	0.1130	Achat et approvisionnement (PG)
-4												,	Administration et service extérieur
8,22	7.12	876'\$	€.87	0SL'LI	23.2	016,2	8.97	EES'LI	225,1	3,864	ELS'E	988'€1	IstoT
3,0	23.5	817	2.97	2,339	8.7	240	2.29	2,819	07	700	878	2,139	Vérification (AU)
I	22.4	32	9.77	111	0.15	St	0.69	100	L	7.5	25	†∠	Service social (SW)
is	5.12	121	2.87	432	٤.3	35	T.£6	521	8	LZ	113	804	Service scientifique de la défense
88	12.4	108	9.78	†9L	14.4	127	9.28	123	97	66	78	\$99	Sciences physiques (PC)
RS'I	6.12	339	1.87	1,212	6.68	1,429	1.01	091	303	680,1	98	123	Sciences infirmières (NU)
I	9.61	7.7	4.08	III	3,6	ς	t·96	134	0	ς	7.7	901	Sciences forestières (FO)
7	3.25	91	4.48	67	0.001	St	0.0	0	91	67	0	0	Sciences domestiques (HE)
1,00	6.41	197	1.28	926	0.61	208	0.18	788	38	L91	124	85 <i>L</i>	Sciences biologiques (BI)
.0	9.22	701	4.77	L9E	8.21	SL	2.48	366	61	95	88	311	Réglementation scientifique (SG)
0,2	1.8	591	6.19	1,882	4.4	16	9.26	696'I	10	87	122	408, I	Recherche scientifique (SE)
7	4.25.4	17	9.4T	500	0.05	48	0.07	961	41	49	<i>ts</i>	142	Recherche historique (HR)
I	7.28	34	£.73	04	9.72	67	4.27	91	EI	SI	21	SS	Psychologie (PS)
	4.04	23	9.68	34	4.25.4	SI	9.4r	tt t	t	6	61	25	Pharmacie (PH)
9	0.52	179	0.77	154	4.9	98	9.56	524	12	74	111	L0Þ	(TM) sigolotostèM
9	2.15	961	8.89	432	7.11	₽L	£.88	955	32	[t	191	168	Médecine vétérinaire (VS)
3	9.02	69	4.97	243	12.5	68	2.78	<b>\$72</b>	3	35	09	807	Médecine (MD)
I	5.02	32	T.9T	126	6.25	It	1.47	LII	6	32	23	76	Mathématiques (MA)
6'7	2.71	205	8.28	2,439	T.E	108	€.96	2,849	30	87	LLt	195,2	Génic et arpentage (EN)
	8.88	8	7.99	91	2.78	17	12.5	ε	8	13	0	3	Ergothérapie et physiothérapie (OP)
77	8.7.8	06	2.29	148	ε.ε	8	L'96	238	3	7	<i>L</i> 8	146	Enseignement universitaire (TU)
,9'7	2.98	156	2.59	L\$9'I	2.64	118,1	2.02	TEE,1	787	664	697	858	Enseignement (ED)
2,39	21.3	605	T.8T	6L8'I	6.02	202	1.97	268,1	126	575	383	1,504	Économie, sociologie et statisti- que (ES)
IL	26.3	661	T.£T	855	6.72	212	1.27	848	53	LSI	971	101	(AJ) tiotQ
p .	14.4	65	9.28	155	4.82	45	9.97	212	13	78	97	L97	Chimie (CH)
S	2.12	III	8.87	412	2.73	322	32.5	ILI	69	293	25	611	Bibliothéconomie (LS)
	9.21	L	4.48	38	2.9	3	2.59	£\$	0	ε	L	35	Art dentaire (DE)
3	1.12	SL	6.87	182	11.2	07	8.88	916	ÞΙ	97	19	255	Architecture et urbanisme (AR)
3	1.61	LS	6.08	741	7.11	35	€.88	597	10	74	LÞ	712	Agriculture (AG)
	5.42	12	2.24	01	0.0	0	0.001	77	0	0	12	10	Scientifique et professionnelle Actuariat (AC)
7'5	6,61	128	1.08	3,430	0.7	667	0.56	₹86'€	IL	877	084	3,202	IntoT
10'7	6.71	898	1.28	099'I	6.7	091	1.29	1,863	18	159	332	155,1	Gestion supérieure (SM)
17'7	9.12	887	4.87	077,1	2.9	139	8.56	2,119	07	66	877	149'1	Direction (EX)
	710	001	V 0L	044	-	30.	0.00						Gestion
IoT	%	.N	%	.N	%	.N	%	'N		Anglo- F		Anglo- I	Catégorie et groupe professionnels
	sauo	Francoph	səuc	odqolgnA 	sə	Lemm	Səl	шшоН	Səi	Тетт	ıcs	птоН	

1,258

24.3 305 756

6.EI

1.98

1,083

98

6E I

697

813

Service extérieur (FS)

0 - 0 -		0							-				
164	2.82	SLI	8.17	977	0.28	679	0.81	142	StI	363	30	83	Période déterminée
EL	1.21	II	6.48	79	4.81	12	9.88	19	0	12	II	05	• Saisonnier
967€	7.85	1,232	£.13	556'1	2.88	2,918	2.11	378	1,093	1,732	139	223	Période indéterminée
													Temps partiel
098'617	2.72	561,09	2.27	158,693	40.3	212,88	T. 62	131,348	706,82	461,134	33,288	655,76	Total
014,410	1.28	4,524	6.73	LSS'6	£.72	8,252	T.24	851'9	2,934	151'5	065°I	901't	• Période déterminée
1,256	24.4	302	9.2L	LE6	16.2	203	8.58	1,053	55	StI	747	76 <i>L</i>	• Saisonnier
761'107	2.72	696,28	8.27	661,841	2.95	L\$0'08	8.09	124,137	816,52	858,22	124,15	196,26	Période indéterminée
													Temps plein
													loutes les catégories
42,918	7.42	712,01	E.27	35,068	6.21	LIS'S	1.78	104,75	1,343	840'7	PL1'6	066'LZ	Istol
149	39.0	740	0.13	375	1.89	LST	6.15	214	183	235	LS	140	Total
901	2.15	23	2.89	05	0.78	IL	0.88	35	SI	30	8	20	• Période déterminée
9	0.0	0	0.001	9	7.99	<b>†</b>	£.EE	7	0	Þ	0	7	• Saisonnier
699	2.04	217	2.62	618	٤.89	382	T.IE	LLI	891	201	67	118	Période indéterminée
													Temps partiel
42,243	24.5	972,01	2.27	169'18	12.0	090'5	0.88	581,75	091'1	3,843	911'6	27,848	Total
2,500	7.81	977	£.18	986'1	8.8	517	2.19	182,2	St	148	104	887,I	Période déterminée
863	6.52	203	1.97	L†9	7.11	101	€.88	791	91	78	781	595	• Saisonnier
38,880	6.42	L79'6	1.27	801,62	12.2	071,4	8.78	34,140	660'1	€19'€	822,8	564,22	• Période indéterminée
													Temps plein
													noitatiolqx2
<b>L6E'69</b>	0.55	L9L'77	0.78	L+1'9+	9.28	855,72	4.7I	12,059	194,81	38,450	4,300	L69'L	latol
2,173	T.TE	StL	62.3	1,232	9.26	870,2	<b>す</b> 'す	\$6	SIL	281,1	30	Lt	Total
203	5.05	SII	L'69	597	1.06	453	6.6	05	t01	241	H	74	Période déterminée
I	0.0	0	0.001	I	0.001	I	0.0	0	0	I	0	0	• Saisonnier
699'I	2.95	089	2.09	996	£.79	1,624	T.2	54	119	848	61	23	• Période indéterminée
													Temps partiel
777'19	32.9	22,022	1.78	\$16'77	2.28	852,28	8.71	796'II	751,71	37,265	4,270	059'L	Total
S69'L	38.2	768'7	8.19	SL9't	8.28	715,0	17.2	1,321	2,411	658'E	483	918	Période déterminée
SL	2.04	30	2.62	ヤヤ	£.28	t9	7.4I	II	87	98	7	8	Saisonnier
754'65	32.2	860'61	8.73	961'07	1.28	48,820	6.71	10,632	15,313	33,370	3,785	978'9	Période indéterminée
													Temps plein
													destination administratif
111,513	25.5	647'87	S.47	<b>L08'78</b>	2.92	£81'6Z	8.57	92,330	815,8	L99'07	196'61	051,23	lato'
916,1	9.88	433	4.99	958	£.67	1,044	7.02	7.1.7	340	L89	٤6	691	Total
781	0.22	LE	0.87	131	7.89	125	£.1E	LS	97	76	II	68	• Période déterminée
99	7.91	II	6.58	SS	9.01	L	4.68	69	0	L	II	87	• Saisonnier
890'I	36.5	385	2.59	049	4.28	615	9.41	991	314	885	Ī.L	78	Période indéterminée
													Temps partiel
IstoT	%	.N	%	·N	%	'N	%	.N		byouce		byoues	iolqm9'b slite d'emploi
									-consi	I -olgnA	-oonsi	-olgnA	allegorie professionnelle
	oues	Francoph	oucs	Angloph	cs	Lemm	səi	шшоН	res	Femn	səu	птоН	
													ру жарылар одж
													The state of the s

Vota:—L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas la modalité d'emploi, la catégorie professionnelle ou le groupe linguistique.

L16'L6

356

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

694,65

180

langue officielle est connue.

latot buard

Total

320,422 T.T.

2.98 817'1

091'7

119'19

£.27

2.59

851,151

2,463

1.14

0.38

£60'76

6L5'E

6.88

0.41

EE6,IEI

185

83,241 28,145

2,107

1,238

# Catégorie professionnelle, modalité d'emploi, sexe et groupe linguistique

sexe et le groupe linguistique, 1984 Répartition, en nombre et pourcentage, des employés selon la catégorie professionnelle, la modalité d'emploi, le

Période déterminée	L	٤	12	3	H	4.48	12	6.89	77	<b>9.87</b>	9	4.12	E
Saisonnier	I	0	0	0	I	0.001	0	0.0	I	0.001	0	0.0	
Période indéterminée	ς	ς	77	23	01	0.81	L9	0.78	Lt	T.28	87	£.7£	
Temps partiel													
Total	18,953	158'7	2,612	723	278,872	9.78	3,365	12.4	21,565	S.97	7LS'S	2.02	7,72
Période déterminée	LL9	907	522	I.L	L68	6.2 <i>T</i>	334	1.72	786	I.TT	LLZ	6.22	1'1
• Saisonnier	213	LS	52	L	273	2.68	32	2.01	238	8.87	79	2.12	Ē
Période indéterminée	18,063	885'7	2,332	549	207,22	£.88	666'7	T.II	20,395	9.6L	5,233	4.02	L'S7
Technique Temps plein													
IstoT	940'97	674'01	916'81	6,143	36,921	L'+9	121,02	£.2£	366'68	€.07	768'91	T.62	0,72
Total	170	I.L	£9Þ	747	L61	9.12	213	4.87	583	1.23	313	34.9	5
Période déterminée	81	L	97	18	30	9.08	L9	1.69	<del>†</del> 9	6.17	52	1.82	
• Saisonnier	LÞ	H	L	0	85	2.68	L	8.01	75	1.58	H	6.91	
Période indéterminée	99	23	011	224	601	9.41	689	4.28	597	7.29	LLZ	£.7£	L
Temps partiel													
IstoT	956'57	849'01	13,453	106'5	36,724	4.29	804,61	34.6	39,409	4.07	615,81	9.62	1'95
• Période déterminée	879	898	613	303	1,012	52.3	<b>†</b> 76	T. T4	1,241	6.49	149	1.25	6'I
• Saisonnier	ς	I	Ţ	7	9	2.42	5	2.24	9	2.42	ς	2.24	
Période indéterminée	25,323	10,309	12,839	765°S	35,706	6.29	644'81	1.48	38,162	9.07	15,903	4.62	1'75
fotal Administration et service	988'EI	ELS'E	₹98'€	1,355	EES'LI	8.97	016,2	23.2	0\$L'LI	£,87	876'\$	7.12	8'77
Total	98	ÞΙ	491	7.1	23	6.7I	243	1.28	203	2.07	98	8.62	7
Période déterminée	ÞΙ	I	18	ς	91	30.2	LE	8.69	St	2.88	9	8.11	
ARTITUTA ARABITA ARABITA A	77	I3											
<ul> <li>Période indéterminée</li> </ul>			136	49	LE	15.2	907	8.48	158	4.99	08	3.55	7
Temps partiel  Période indéterminée		CI	130	<i>L</i> 9	LE	15.2	907	8.48	851	4.99	08	9 8 8	
	13,850	655,5	9£1 269'£	1,283	084,71	2.21	790,2	22.5	742,71 821	4.87 4.83	248,4	9.12	
Temps partiel	774 028,£1												5'77
Total Temps partiel		655,5	<i>۱</i> 69'٤	1,283	084,71	2.TT	L90'S	22.5	LÞS'L1	4.87	748,4	9.12	5'77
Période déterminée Total Temps partiel Temps partiel	LLÞ	3,559	274 574	1,283	229 17,480	2.13 2.77	790,2 790,2	38.8	L+S,TI	7.87	75845	23.3	1,0
Temps plein  Période indéterminée  Saisonnier  Période déterminée  Tenps  Temps partiel	LLÞ	93,559 0	769,£	0 100	1 229 084,71	0.02 2.13 2.77	790,2 790,2	0.02 8.88 2.22	742,71 127 2	0.00I 7.87	758,4 822 0	0.0	1,0
Temps plein  Période indéterminée  Saisonnier  Période déterminée  Tenps  Temps partiel	LLÞ I	93,559 0	769,£	0 100	1 229 084,71	0.02 2.13 2.77	790,2 790,2	0.02 8.88 2.22	742,71 127 2	0.00I 7.87	758,4 822 0	0.0	1,0
Peinentifique et professionnelle Temps plein • Période indéterminée • Saisonnier • Période déterminée • Période déterminée • Période déterminée	LLÞ I	93,559 0	769,£	0 100	1 229 084,71	0.02 2.13 2.77	790,2 790,2	0.02 8.88 2.22	742,71 127 2	0.00I 7.87	758,4 822 0	0.0	1,0
Pcientifique et professionnelle Temps plein • Période indéterminée • Saisonnier • Période déterminée • TeioT	13,372 I	0 821 688,8	724,E 1 772 1	0 0 1,183	728,81 I 228 1 24,71	6.87 0.02 2.13 2.77	790'S \$68 1 249'\$	7.12 0.02 8.88 2.22	7 467,81	\$\frac{1}{4}\$.87	0 719't	6.12 0.0 5.52 6.12	1,0
e Période indéterminée  Période déterminée  Inoral  Forda  Temps plein  Temps plein  Temps plein  Temps plein  Temps plein  Période indéterminée  Saisonnier  Période déterminée  Inoral  Temps partiel	202,E 1 27E,E1	087 1184,8 0 128,8 821 0	877 1 769'E †/77 1	17 0 0 1,183 0 1,283	286,8 I 728,81	0.56 6.87 2.10 8.77	790°S 1 749°b	0.7 7.12 0.08 8.88 8.525	054,6 127 2 497,01	1.08 1.08 1.08 1.87 1.87	758 158	6.91 6.12 6.62 6.82 6.82	5°17
Temps plein  • Période indéterminée  • Période déterminée  fotal  fotal  Temps plein  • Période indéterminée  • Sisonnier  • Résiode indéterminée  • Listor indéterminée  • Listor indéterminée  • Listor indéterminée	202,£ 1 275,£1	087 0 184,8 0 184,8	822 1 224,8 1 768,8	177 001 0 1,183	286,8 I 728,81 C28,81	6.88 6.87 6.77 7.19	249°ς τος τος τος τος τος τος τος το	2.11 0.7 0.02 7.12 8.88 8.32	064,8 497,01 127 2 742,71	1.08 0.001 \$4.87 7.87	778't 877 0 t19't	6.61 6.61 6.61 6.61 6.62 6.82 6.82	1°0 2°°7 2°°7 2°°7 2°°7 2°°7 2°°7 2°°7 2°
remps plein  Temps plein  Période indéterminée  Période déterminée  Total  Total  Temps plein  T	281, E	655,E 821 0 184,E 87 7	278 27 27 27 27 27 27 27 27 27 27 27 27 27	E81,1 001 0 E81,1	286,£ 526,5 1 728,81 288,81 288,81	6.88 6.87 6.77 7.19	249°ς τος τος τος τος τος τος τος το	2.11 0.7 0.02 7.12 8.88 8.32	064,8 497,01 127 2 742,71	1.08 0.001 \$4.87 7.87	778't 877 0 t19't	6.61 6.61 6.61 6.61 6.62 6.82 6.82	2,25 2,15 2,15 2,15 2,15 2,15 2,15 2,15
Période indéterminée     Période déterminée  Tornal  Scientifique et professionnelle Temps plein     Période indéterminée     Saisonnier     Période déterminée     Période déterminée     Tornal     Période déterminée	13°31°5 3°185 3°185 500 3°185	087 0 184,8 0 184,8	3'69\frac{3}{455} 1	177 001 0 1,183	286,8 I 728,81 C28,81	6.88 6.87 6.77 7.19	249°ς τος τος τος τος τος τος τος το	2.11 0.7 0.02 7.12 8.88 8.32	064,8 497,01 127 2 742,71	1.08 0.001 \$4.87 7.87	778't 877 0 t19't	6.61 6.61 6.61 6.61 6.62 6.82 6.82	2,4 2,4 2,15 2,15 2,25

9.4L

4.17

1.87

t.97

£.73

461'011

049'501

TAE, TS

607'7

318

4.25.4

9.82

6.12

948,72

081,1

809'9

34

156,18

976'7

246

65L'8L

21,635

04

9.22

8.98

6.11

0.82

9.21

0.08

28,139

559'I

944'97

3,453

88

38

4.4T

L.09

1.88

0.27

4.78

0.02

82,058

7,554

73'884

8L6'L

767'L

6tL

97

066'61

11144

618,81

699'7

898'61

501,61

658'7

85

196'19

1,802

046'65

996'81

517

Total

IstoT

Total

• Période déterminée

Période indéterminée

• Saisonnier

Temps plein Total (catégories d'agents)

							2 00	, o. D	20.	027	000	7
11,371	23.5	199'7	2.97	\$19'8	8.11	1,342	2,88	10,029	433	806	2,234	L9L'L
<b>L68'91</b>	4.72	679't	9.27	12,245	8.81	071,8	2.18	13,727	941,1	2,020	884,8	10,225
617,45	2.72	605'6	2.27	25,118	9.82	976'6	4.17	24,773	188,2	820,7	879'9	060'81
674'97	2.92	12,231	8.57	34,372	4.18	\$69°†I	9.89	32,054	4,012	019'01	612,8	23,762
178,63	7.62	916,81	£.07	SEL'77	8.29	180,04	2.75	067,82	672,21	919,12	LE9'9	650°LI
504,41	8.15	855,4	2.89	894'6	0.89	864'6	32.0	L09't	146,2	008'9	419'1	896'7
238	0.82	99	0.27	071	4.12	15	9.87	181	91	35	05	135
IstoT	%	.N	%	'N	%	.N	%	'N	Pranco-	-olgnA Anglo-	Pranco-	-olgnA Anglo-
										V		Olouv
	nes	Francopho	nes	odqolgnA	S	Femme	S	Нотте	es	Femm	ıcs	птоН
					ants) <sup>b</sup>	llars const	984 (Do	I				
224,026	T.T.	<b>*19'19</b>	72.3	821,131	1.14	£60°76	6.85	131,933	28,145	147,56	694,65	L16'L6
076'6I	32.4	997'9	9.73	13,046	4.09	12,045	9.65	\$68°L	4,230	60t'L	2,036	LE9'S
204,086	Z.T.	846,82	8.27	148,112	2.65	80,048	8.09	124,038	23,915	25,832	31,433	087,280
112	£.91	71	T.08	88	6.0	I	1.66	III	0	I	12	L8
121	£.72	33	T.2T	88	4.1	S	6.89	911	7	3	18	58
69E	1.22	18	6.TT	987	8.8	12	L'96	LSE	5	L	94	6L7
£67	£.71	137	7.28	653	4.4	35	9.89	8 <i>SL</i>	6	97	128	L79
646'I	7.21	115	84.3	799'I	8.5	SL	2.96	1,904	18	LS	267	L09'I
671,E	4.91	615	9.58	2,652	5.3	L91	L.4e	3,012	18	135	488	2,517
67t'L	T.TI	1,316	82.3	6,123	8.9	805	2.59	146'9	113	868	1,203	057,2
Z60'L	1.02	814,1	6.97	<b>♦</b> 59°5	6.6	707	1,06	06£'9	891	533	1,250	121,2
12,126	0.92	3,150	0.47	126,8	6.61	L89'I	1.38	10,439	909	180,1	2,544	078,7
15,223	2.82	4,326	2.17	178,01	22.5	3,421	S.TT	11,802	861'1	2,213	3,128	859'8
352,55	1.72	220,6	6.2T	24,399	<b>₽.</b> 72	L61'6	9.27	24,339	2,602	095'9	054'9	68,71
388,88	5.92	10,212	7.57	28,554	32.4	12,594	9.79	\$67,82	3,494	9£0'6	817,8	812,91
181'97	6.82	13,300	1.17	32,722	4.72	26,516	42.6	899'61	8,038	18,403	297'5	616,41
36,182	2.15	11,227	8.89	24,811	8.73	752,45	32.2	11,645	<i>tSt'L</i>	9/6,81	٤٢٢,٤	258,7
179	8.62	182	2.07	428	9.78	775	12.4	LL	191	<b>7</b> LE	18	<b>⊅</b> S
232	£.72	69	T.2T	168	20.3	Lt	T.9T	185	13	78 .	0\$	134
laioT	%	.N	%	.N	%	.N	%	N.	Franco- phones	-olgnA sənodq	Franco- phones	Phones
	sauc	Francopho	nes	odqolgnA	s	Lemme	Se	ошшоН	cs	Lemm	sət	шшоН
					(sins)	ollars cour	1984 (DO	[				
											< a4a1a	u np əlii

224,026	T.T.	<b>\$19'19</b>	5.27	851,151	1.14	£60°76	6.82	<b>EE</b> 6,1E1	28,145	63,241	694,88	L16'L6
076'61	32.4	997'9	9.79	13,046	₽.09	12,045	9.68	\$68°L	4,230	60t'L	2,036	LE9'S
980'108	2.72	55,348	8.27	148,112	2.95	80'048	8,03	124,038	23,915	25,832	31,433	082,28
0	0.0	0	0.0	0	0.0	0	0.0	0	0	0	0	0
Z	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7
32	23.5	8	2.97	52	0.0	0	0.001	SE	0	0	8	97
SII	2.12	74	8.87	68	9.2	3	4.79	112	I	7	23	78
253	0.12	53	0.97	661	2.5	8	8.96	245	t	Þ	67	561
SL9	2.81	124	2.18	848	<b>ヤ</b> 'ヤ	30	9.26	549	8	77	911	975
2,218	1.91	LSE	6.58	1,856	8.£	78	2.96	2,134	70	79	755	76L'I
967'7	2.71	ELL	8.28	3,714	2.2	734	8.49	4,262	67	184	724	3,530
8,042	6.71	1,433	1.28	\$65'9	Z.T	909	2.29	984,7	172	6L†	1,308	911'9
175,11	23.5	799,2	2.97	\$19,8	8.11	1,342	2,88	10,029	433	806	2,234	L9L'L
L68'91	4.72	679't	9.27	12,245	8.81	3,170	2.18	13,727	971'1	2,020	3,483	10,225
34,719	2.72	605'6	2.27	25,118	9.82	976'6	4.17	24,773	2,881	870,7	879'9	060'81
674'97	2.92	12,231	8.87	34,372	4.15	569'†1	9.89	32,054	4,012	019'01	612,8	23,762
178,68	7.62	916'81	€.07	SEL'77	8.23	180,04	2.78	23,790	12,279	919,72	LE9'9	650'LI
504,41	8.15	855,4	2.89	894'6	0.89	864'6	32.0	L09't	2,941	008'9	419'1	896'7
238	0.82	99	0.27	071	4.12	15	9.87	781	91	35	05	135
IstoT	%	'N	%	'N	%	.N	%	.N	byoues	byoues	byoues	byoues

# Traitement annuel en dollars courants et en dollars constants, sexe et groupe linguistique

annuel, le sexe, et le groupe linguistique en dollars courants et en dollars constants, 1983 et 1984 Répartition, en nombre et pourcentage, des employés à temps plein, période indéterminée, selon le traitement



## 1983 (Dollars courants)

				91	3140131	400 340	od) E	100					
777'04	4.72	L17'09	9.27	187'091	9.04	981,06	4.62	131,858	281,72	506,26	33,235	946'46	Grand total
18,42	9.15	065'5	4.89	12,115	0.03	11,054	0.04	STE,T	3,729	6,923	198'1	261,2	Autresa
19'807	0.72	LZ8'\$5	0.87	148,136	6.88	261,97	1.13	124,483	23,453	286,382	475,15	<b>†\$L</b> '76	Total
Þ	0.81	9	0.78	07	0.0	0	0.001	67	0	0	9	07	80,000 et plus
71	24.2	30	8.27	<b>†</b> 6	2.5	Þ	8.96	122	I	3	67	16	666'6L-000'5L
74	4.02	05	9.67	561	ε.ε	8	L.96	238	7	9	84	681	666,47-000,07
75	0.81	96	0.28	438	4.4	74	9.89	220	L	91	68	422	666'69-000'59
1,23	2.02	T42	8.67	946	Τ.Ε	97	£.96	881,1	II	34	236	776	666'79-000'09
3,34	15.4	213	9.48	2,821	6.£	130	1.96	3,213	30	86	483	2,723	666,62-000,22
b9'b	T.T.I	128	82.3	718,5	r.2	797	5.46	4,382	99	L61	SSL	3,620	666,42-000,02
3p'8	1.81	1,527	6.18	L06'9	9.T	779	4.26	718,7	133	605	76E'I	86£,6	666,64-000,24
10,27	4.25.4	7,601	9.4T	959'L	12.4	1,275	9.78	<b>†</b> 00'6	597	608	2,136	Lt8'9	666'pt-000'0t
17,1	2.72	3,336	2.27	<i>7LL</i> '8	7.81	2,266	£.18	188,6	648 .	1,384	75457	068,7	666,95-000,25
14,82	9.22	7,252	4.47	21,092	1.12	۷00'9	6.87	725,397	078,1	4,314	282,2	877,81	30,000-34,999
74.94	1.72	12,567	6.2T	427,55	5.15	14,543	7.89	31,902	070,4	10,414	L67'8	23,340	52,000-29,999
16'67	6.7 <u>2</u>	12,199	1.27	572,15	5.42	23,930	2.24	210,012	776'9	568'91	5,255	14,680	20,000-24,999
19'17	1.15	12,907	6.89	909,82	L. 7.3	28,226	5.25	13,443	082,8	242,91	T2E,4	t90°6	666'61-000'51
18,I	4.88	919	9.99	1,230	5.29	1,723	2.T	139	615 .	1,133	7.5	L6	10,000-14,999
:2	8.92	69	2.87	191	0.02	ヤヤ	0.08	941	91	87	43	133	Moins de \$10,000
юТ	%	.N	%	.N	%	N.	%	.N	Franco- phones	Anglo-	Franco- phones	-olgnA sənodq	Traitement annuel

### 1983 (Dollars constants)

Femmes

Francophones

Francophones

sənondolgn.A

Anglophones

222.044	P.L.C	LIF 09	9.27	127 091	9 07	981.00	P 05	828.151	281.72	205.29	33,235	976.76	(Frand total
18,429	9.15	065,2	t.89	12,115	0.09	11,054	0.04	275,7	3,729	6,923	1,861	261,2	Autres
203,615	0.72	74,827	0.87	148,136	6.8€	251,97	1.13	124,483	23,453	286,382	\$75,15	<b>PSL'76</b>	IstoT
I	0.0	0	0.001	I	0.0	0	0.001	I	0	0	0	I	80,000 et plus
7	0.0	0	0.001	7	0.0	0	0.001	7	0	0	0	7	666'6L-000'5L
34	9.21	ς	4.48	LZ	0.0	0	0.001	34	0	0	S	LZ	666,47-000,07
134	6.22	30	1.77	101	0.5	Þ	0.79	130	I	3	67	86	666'69-000'59
872	2.02	95	8.97	221	6.2	8	1.79	072	7	9	ts.	215	666'†9-000'09
149	8.81	911	7.18	615	9.4	30	4.29	419	8	12	108	867	666'65-000'55
196'1	2.71	336	8.28	1,612	0.4	6 <i>L</i>	0.96	1,882	81	09	318	1,552	666,42-000,02
7,820	T.21	SSL	84.3	t'02t	4.3	907	7.29	t19't	IÞ	197	<b>⊅</b> IL	3,892	666'64-000'54
9,32(	0.81	167'1	0.28	\$18'9	E.T	019	T.26	014'4	138	717	1,353	6,343	666'tt-000'0t
761'II	23.5	2,625	2.97	955,8	1.11	1,245	6.88	676'6	L07	758	2,218	669'L	666,95-000,25
15,831	8.72	4,384	2.27	11,404	1.81	198,2	6.18	12,971	1,086	077,1	3,298	Þ£9'6	30,000,44,999
32,75	8.92	676,6	2.57	27,300	0.25.0	£££,6	0.27	120,82	L79'7	649'9	225,7	129'02	666,62-000,22
16L'St	1.92	086,11	6.ET	817,88	32.5	14,865	2.73	186,08	186,5	10,813	676°L	22,905	20,000-24,999
:Sb'19	9.62	18,142	4.07	43,088	8.29	172,85	2.75	188,22	017,11	817,62	6,432	16,370	666'61-000'51
195'51	7.18	816'7	٤.89	LLS'OI	4.27	11,275	9.72	467,4	714,8	518,7	105,1	792,2	10,000,01
77	1.72	09	6.2T	191	4.02	57	9.67	941	LI	87	43	133	Moins de \$10,000
ETOT	%	.N	%	.N	%	N.	%	.N	Franco- phones	Anglo- l	Franco- phones	-olgnA sənodq	Traitement annuel

Hommes

Femmes

Femmes

\*Comprend les employés dont la modalité d'emploi est autre que le temps plein, période indéterminée. PLa période de base utilisée pour le estoul des dollars constants est l'année 1981. Les moyennes annuelles de l'indice des prix à la consommation publiées par Statistique Canada ont été utilisées pour déterminer les traitements annuels de 1983 et de 1984 exprimés en dollars constants de 1981.

précisent pas le groupe linguistique. Nota: - L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne

Hommes

ношшея

langue officielle est connue -Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

8 swite du relevé 8

			245	OCTIVOY	T.T.	CCOSEC	6.88	131,933	28,145	142,56	694,88	L16'L6	Grand total
224,026	T.T.	\$19°19	£.27	851,151	1.14	65,093			285	9/4, I	169'1	409°t	Ligyaux publics
8,340	8.92	2,226	73.2	£80,8	2.4.2	2,022	8.27	816,9	151	69I	101	087	Iravail
108	2.15	757	2.89	645	4.22	450	9.74	186	791,1	120,5	LLS'E	865,51	Transports
822,12	4.22	<i>ttL't</i>	9.7T	614'91	8.91	4,203	2.08	17,025			LIL	814,1	Statistique Canada
4,528	1.85	219'1	6.59	2,855	T.22	2,385	£.74	2,143	868	754,1	91	96	Solliciteur général
697	0.72	IL	0.57	761	2.72	t51	8.24	112	55	96	209,2	881,2	Service correctionnel du Canada
£69'01	8.25	384,8	2.73	951,7	8.92	078,2	2.87	7,823	788	896'I			sanadiennes
77	E.TT	LI	7.22	S	1.62	13	6.04	6	11	7	9	ε	nter-gouvernementales
													Secrétariat des conférences
3,123	6.89	2,150	1.15	216	4.29	7,044	9.45	640'I	1,412	189	887	148	Secrétariat d'Etat du Canada
LS	6.15	81	4.89	68	1.24	77	6.72	33	12	12	9	LZ	Sciences et Technologie
L\$7'6	23.0	670,2	0.77	096'9	8.59	568,2	2.98	3,352	1,272	1/4'7	L08	684,2	social
LVCO	33.0	020 C	O LL	090 9	8 67	3003	C /C	626.6	CLC .		200		Santé nationale et Bien-être
95¢'9I	2.92	155,4	S.ET	12,075	9.64	951'8	4.08	00£,8	2,231	016'5	2,120	591'9	Revenu national (Impôt)
878,6	2.92	2,585	8.57	067,7	8.14	4,129	2.82	67L'S	1,027	3,100	855,1	061'7	Accise)
3400		2020	0.00	0000									Revenu national (Douanes et
68,839	2.4I	S†8	2.28	786'7	4.92	175,1	9.87	867'7	348	981,1	L67	964'8	Pêches et Océans
LIP	8.91	78	2.08	332	٤.9٤	†9I	L'09	253	Lt	911	35	516	Office national de l'énergie
081	1.01	18	6.68	091	0.88	66	0.24	18	L	16	H	69	des anciens combattants
													Office de l'établissement agricole
1,032	€.0€	313	L'69	617	8.24	£14	54.2	655	122	318	158	104	Musées nationaux du Canada
1,383	9.28	tSt	1.78	976	4.22	99 <i>L</i>	9.44	419	797	005	061	456	Justice
727,E	8.22	978	2.TT	998,2	6.08	3,015	1.91	717	559	2,346	161	220	(subliduc)
													Gendarmerie royale du Canada (employés de la Fonction
								0.11		077	/ 7 7	700	Finances
863	£. E.E	987	7.99	ZLS	2.24	868	2.42	074	691	550	LII	352	Expansion industrielle régionale
2,885	0.15	168	0.69	286,1	6.24	1,308	7.42	LLS'I	657	844	435	1,141	
115,01	2.02	2,149	2.97	255,8	7.92	2,810	£.£7	101,7	857	2,040	166,1	6,295	Environnement
096'1	23.3	951'1	T.9T	56L'E	0.88	1,637	0.78	3,323	E9t	071,1	£69	2,625	Emploi et Immigration Énergie, Mines et Ressources
24,628	5.45	8,426	T.23	16,121	4.13	15,123	9.8£	505'6	066'7	670,01	3,436	240,6	Développement économique
3	0.0	0	0.001	3	£.EE	I	T.33	7	0	1	0	7	Département d'Etat au
	(100		***	/ C I	1:16	(1	(:70	134	74	SS	18	701	Département des Assurances
213	25.9	55	1.47	LSI	1.78	6L	6.29	744,82	2,174	SE2,8	688,4	787,81	Défense nationale (civils)
34,235	7.61	81149	£.08	225,72	2.15	887,01	2.89		07	13	91	71	Cour suprême
69	0.62	98	0.14	52	0.42	34	0.94	67 99	IS	St	87	86	Cour fédérale
791	8.84	64	2.12	83	5.62	96	7.04	11	91	91	8	88	Cour canadienne de l'impôt
43	8.22	74	44.2	61	4.47	32	25.6		715		154	L96	Consommation et Corporations
2,455	4.85	848	9,19	1,512	1.54	720,1	6.98	866,1		545			:anadiennes
L01	8.64	200	2.02	202	T.S.A	981	5.43	122	110	ÞL	06	128	les télécommunications
													Conseil de la radiodiffusion et
061	0.00	017	2.99	228	7.44	LSE	5.22	Itt	SSI	707	SII	326	Conseil du Trésor (Secrétariat)
191	8.55	270	2.4T	120	8.48	95	2.23	SOI	551	18	91	68	Contrôleur général)
191	2.5.5	17	SVL	061	318	95	6 59	501	30	1.0	71	00	Conseil du Trésor (Bureau du
91	2.29	01	2.75	9	8.18	ΕI	8.81	ε	L	9	3	0	Conseil de révision des pensions
58	2.62	05	2.04	75	7.49	SS	5.25	30	LE	LI	13	LI	lisva1.
	2 03		2 01										Conseil canadien des relations de
7,241	8.62	899	2.07	1,572	9.25	L6L	4.48	ו'ללל	312	587	356	780,1	Communications
Total	%	.N	%	.N	%	.N	%	'N		byoues		byoues	Ministère
									ranco-	A -olgnA	ranco-	A -olgnA	
				and a P								IIIIOTI	
	Sanc	Francoph	sauc	odqolgnA	S	Естте	S S	шшоН	89	Есшш	29	шшоН	
													Q dadida np diins

Vota:—L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe inguistique.

<sup>-</sup>Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

Ministère d'affectation, sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés selon le ministère d'affectation, le sexe et le groupe linguistique, 1984

91	8.54	L	8.98	6	5.95	6	8.54	L	9	3	Ī	9	Commission sur les pratiques restrictives du commerce
697	4.68	901	9.09	163	2.27	561	S.72	<b>⊅</b> L	78	111	77	25	Commission nationale des libérations conditionnelles
38	0.0	0	0.001	70	4.74	18	52.6	20	0	6	0	11	Commission mixte internationale
30	0.15	6	0.69	70	43.3	13	T.82	LI	ς	L	Þ	13	Commission du tarif
158	T. T4	I L	52.3	84	5.28	83	S.74	SL	07	77	15	98	Fonction publique
													travail dans la
													Commission des relations de
32	0.25.0	8	0.27	74	5.95	81	8.54	p1	9	15	7	12	anciens combattants
													Commission des allocations aux
38	2.59	24	8.8£	τl	6.87	30	1.12	8	61	11	ς	3	droit du Canada
													Commission de la réforme du
7,494	0.13	612,1	0.95	716	6.62	464,1	1.04	000,1	L96	226	252	977	publique
				-									Commission de la Fonction
79	2.28	77	2.49	07	2.49	07	2.25	77	ÞΙ	97	8	14	Springer a upper ac
201	717.0	007	0:10	000	0:11	77.0	0146	1.01	CCY		057	11.0	Commission d'appel de
984	32.2	253	8.73	533	0.14	322	0.62	t9t	133	189	120	344	transports
	0107		#11.0	107	011.0	077	7100	171			0.00	0.6	pensions Commission canadienne des
344	8.č I	<b>7</b> S	2.48	787	8.49	223	2.25	121	67	192	25	\$6	Commission canadienne des
201	C:0	0+	2.56	٤69	2.4.2	(01	8.2 <i>T</i>	LCC	12	091	98	CCC	grains Commission conndienne des
780	2.9	87	5 20	809	C 7 C	681	852	165	CI	091	98	533	Commission canadienne des
140	7.25	05	C:+0	06	9.59	68	4.88	IS	33	95	LI	+C	droits de la personne
191	458	05	6.43	06	9 8 9	08	V 9E	15	33	95	LI	34	Commission canadienne des
77	0.40	91	0.18	52	6.24	81	1.72	77	6	8	L	/ T	à la protection de la vie privée
CP	0.68	91	0 19	50	0 67	81	1 25	VC	0	8	L	LI	Commissariats à l'information et
59	2.8 <i>T</i>	IS	2.12	τI	2.14	LZ	2.82	38	7.1	9	30	8	elections
17	> 01	15	510	VI	5 11	LC	2 02	00	10	7	30	0	Bureau du Directeur général des
320	0.94	651	0.42	<i>L</i> 81	£.82	707	7.14	971	\$6	102	<b>†</b> 9	78	Bureau du Conseil privé
136	T.ST	103	5.42	33	6.22	7.5	1.74	79	58	61	05	†I	aux langues officielles
121	LSL	103	CVC		0 05	CL	1 LV	VJ	63	01	03	V 1	Bureau du Commissaire
IZ	4.17	SI	9.82	9	4.17	SI	9.82	9	II	t	7	7	magistrature fédérale
	V 1 L	21	7 60	,	V 1.L	31	7 00			,	,		Bureau du Commissaire à la
101	4.69	65	9.98	34	4.09	19	9.68	07	35	70	77	τI	Gouverneur général
.0.	, ,	03	, , , ,	, ,	, 0)	.,	, 00	0,	20	00	, ,	, ,	Bureau du Chef de cabinet du
II	8.42	67	2.27	88	1.48	SL	6.25	77	61	99	01	35	beuziouz
1	0,0		0 3 5	00		32	0 2 0						Bureau de services juridiques des
)9	0.88	35	0.74	18	0.74	18	0.52	38	61	12	91	61	provinciales
1													Bureau des relations fédérales-
3:	9.72	61	42.4	tl	0.001	33	0.0	0	61	ÞΙ	0	0	Situation de la femme
													Bureau de la Coordonnatrice,
:01	2.8.5	97	S.47	9 <i>L</i>	4.62	30	9.07	7.L	ÞΙ	91	17	09	aérienne
													Bureau canadien de la sécurité
IS	4.98	681	9.59	330	1.17	698	6.82	120	145	774	ヤヤ	901	Canada
													Bibliothèque nationale du
·8L	4.78	567	9.29	<b>767</b>	4.14	327	9.82	797	152	SLI	143	918	Archives publiques du Canada
91'01	9.65	€86,€	4.09	890'9	2.12	5,240	2.84	676'7	2,142	3,005	1,841	٤90,٤	Approvisionnements et Services
<b>†8</b> '6	22.1	2,159	6.TT	7,623	£.72	169'7	T.2T	951,7	609	2,055	055,1	895'5	Agriculture
71	5.02	97	T. 6T	102	0.08	<b>†</b> 9	0.08	<i>t</i> 9	91	87	01	<b>†</b> S	ment étranger
													Agence d'examen de l'investisse-
SI'I	9.52	819	4.94	534	S. 74	848	5.28	909	343	205	S12	329	développement international
													Agence canadienne de
55'5	6'71	608	1.28	t19't	8.02	2,823	2.64	2,729	917	2,330	898	2,284	canadien
													Affaires indiennes et du Nord
4,34	7.82	1,241	5.17	780,8	2.95	00L'I	8.09	2,642	LÞS	741,1	<del>7</del> 69	046'1	Affaires extérieures
3,35	7.84	1,462	5.95	1,884	0.22	748,1	0.24	012,1	617	1,120	E47	t9L	Affaires des anciens combattants
330T	%	'N	%	'N	%	·N	%	'N	byoues			byoues	Ministère
									-ooner	I -olgnA	ranco-	A -olgnA	
			-							HIII I	001	шшон	
	sauo	Francoph	sauc	Anglopho	es es	Femm	89	шшоН	290	Femn	291	шшоН	

Lieu de travail, exigences linguistiques du poste et groupe linguistique. Répartition des employés selon le lieu de travail, les exigences linguistiques du poste et le groupe linguistique, 1984

Exigences linguistiques du poste

224,026	<b>†19'19</b>	851,151	4,239	6\$1,8	15,588	<b>†67</b>	3,584	124,045	8£L'9£	LLE'EZ	Cotal
8£9'I	438	961'1	345	986	Þ	0	ς	76	6L	901	Stranger
LES'I	£L	1,439	0	0	7	0	07	1,239	57	ς	Territoires du Nord-Ouest
096	81	906	0	0	I	0	SI	66L	I	7	(nkon
218,02	LSZ	70,454	I	74	SI	3	StI	186,91	LL	<b>†6</b> I	Solombie-Britannique
13,284	293	12,914	I	6	₽	٤	185	12,291	\$6	951	Alberta
5,943	L8	SSL'S	7	ς	I	0	LE	2,225	74	101	gaskatchewan
£27,6	379	205,6	Ţ	8	3	0	134	945,8	182	L97	sdotinsly
36,355	ELL'I	775,45	08	727	67	٤	585	31,665	1,014	915,1	Ontario (sauf RCN)
166'45	17,883	36,900	2,532	209'5	884	81	784,I	070,71	13,095	13,525	Ontario (RCN)
860'41	145,7	255,6	632	77Z	728	ς	358	4,135	991'9	£65't	Snépec (RCN)
32,189	30,115	1,851	607	69	14,648	258	35	671	14,085	1,340	Québec (sauf RCN)
EES'L	2,034	894'5	091	275	67	7	667	4,202	784,1	٤68	Vouveau-Brunswick
14,338	015	13,755	IL	\$61	LI	I	161	12,658	225	378	Vouvelle-Écosse
2,042	78I	848,1	0	7	0	0	34	165'1	122	717	le-du-Prince-Édouard
0++'5	87	698'5	0	٤	0	I	34	\$2,234	12	LE	Cerre-Neuve
Injoi	byoues	byoues	byoues	byoues	byoues	byouce	byoues	byoues	byouce	byouce	Lieu de travail
Grand	Franco-	-olgnA	Franco-	-olgnA	Franco-	-olgnA	Franco-	-olgnA	Franco-	-olgnA	
	Į,	stoT	sisonsıl	no sisignA	sis	Pranç	siı	signA	пс	gnilia	

Nota:—L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le lieu de travail, les exigences linguistiques du poste ou le groupe linguistique.

Grand total

Whitehorse (Yukon)

### Répartition en nombre et pourcentage des employés selon les principales villes de fonctionnaires, le sexe et le Principales villes de fonctionnaires, sexe et groupe linguistique

groupe linguistique

Yellowknife (T.N.-O.) 872 59 8.28 2.73 9.04 4.65 17 3 Frobisher Bay (T.N.-O.) 61 188 6.86 41814 8.22 1,262 2.47 3,625 87 77 Victoria (C.-B.) Vancouver (C.-B.) :27'6 901 8.86 L80'6 7.9t 697't 8.55 896'7 59 It **†06**'† 6.79 2,643 1.94 877" 6.58 197'1 907'1 154,I Calgary (Alta.) 50L'Z 85 68 61 LE'S 06 2,418 59 Edmonton (Alta.) 6.2 1.79 871,8 1.74 6.22 1,8,1 091,2 2.1 8.86 967'1 8.84 599 2.95 5 859 8838 Saskatoon (Sask.) IS'I 81 t58 Regina (Sask.) 64'I 07 6.86 67L'I 0.08 **L68** 0.08 868 8 048 648 551,9 80'4 8.€ 2.96 9.84 4.48 981 590'8 069,8 Winnipeg (Man.) **767** Thunder Bay (Ont.) 158 6.86 423 901 '52'1 167 8.97 796 2.99 830 8.88 549 Sudbury (Ont.) \$6 5.96 906 1.02 917 677 Windsor (Ont.) 2.8 6.64 SLt LSt London (Ont.) 55,1 0.2 0.86 11514 2.54 949 2.95 LL8 81 259 798 0.79 914 4.74 6.28 618 St. Catharines-Niagara (Ont.) PL 390 €.68 08,1 2.5 St 2.79 1,753 T.04 L90° 804 500'1 Hamilton (Ont.) 2.13 9 Kitchener-Waterloo (Ont.) 8.88 097 L'86 617 14,20 6.2t 075'9 1.42 967'9 181 787°L Toronto (Ont.) £.79 13,780 66 I 3,39 2.4 771 8.29 812,8 8.28 2.73 087,2 19 9801 18 281,2 Kingston (Ont.) 176 Cornwall (Ont.) 59 2.89 5.79 077 18 156 8.18 8443 32.5 314 Région de la Capitale nationale 80'7/ 4.25 72,424 9.49 78t'9t £.94 658,88 r.ES 087,88 794'61 11,653 076,82 079'9 Montréal (Qué.) 18'91 775,814 941'1 t'68 161'9 818 864 91 182 1.49 081 ÞΙ Sherbrooke (Que.) 15 6'96 8.28 334 618 66t 176 Trois-Rivières (Qué.) 801 9.66 787 4.0 0.94 Québec (Qué.) 0.48 0.99 7961 79 181,8 £61 P0'9 T.29 67L' E. 4 066'8 43.0 087 Chicoutimi (Qué.) **\$9** 649 9.0 0.72 7.66 t Rimouski (Qué.) 9.19 75 I 57 9.66 877 4.0 4.88 96 Moncton (N.-B.) 14'2 988 E.73 978'1 1.48 L76 6.29 0641 IIt SLT 6.28 1.78 77 872 St Saint John (N.-B.) 76 69 853 €.09 Fredericton (N.-B.) L9 59 597 38 1.68 320 LVL Charlottetown (Î.-P.-É.) 08 55'I 0.06 42.2 Halifax (N.-E.) 678'7 789' 181 89t'L :5'01 8.2 767 2.79 (.N-.T) s'ndol .12 31'8 180,8 £00° 6.78 2,120 6.0 1.66 Principales villes byoues 101 N % % Anglo- Franco-Anglo- Franco-Anglophones Hommes Lemmes Hommes Francophones

L. LZ

8.02

2.3

5.€

224,026

bbb'4t

155

119'19

761'6

91

61

72.3

2.67

L' L6

5.96

1.14

4.28

2.85

2. TA

£60'76

884,81

593

6.85

9.49

8.14

8.28

EE6,IEI

959'08

767

767

28,145

8

147'69

15,768

677

851,151

L99

précisent pas le groupe linguistique. Nota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne 694'88

6,023

6

416'46

24,444

6L7

langue officielle est connue. Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

1983 et 1984 Lieu de travail (Canada et étranger), sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés selon le lieu de travail, le sexe et le groupe linguistique,

224.026	T.T.	419.19	£.27	821,131	1.14	660,26	6.82	EEG,IEI	28,145	142,58	694,65	L16'L6	laiol
1,638	8.92	438	2.87	961'1	2.5.2	380	8.97	1,258	123	726	315	076	Stranger
LES'I	8.4	EL	2.29	6Et'I	8.44	689	2.22	848	77	759	IS	L8L	ferritoires du Nord-Ouest
0\$6	6.I	81	1.89	906	3.52	609	4.94	Itt	L	487	H	424	<u> </u>
218,02	2.1	LSZ	8.86	754,02	€.8€	996'L	7.13	12,846	971	89L'L	III	12,686	Colombie-Britannique
13,284	2.2	293	8.79	12,914	6.14	272,2	1.88	711,7	†9I	5,363	129	ISS'L	Alberta
5,943	¿.I	L8	2.86	SSL'S	6.54	7,607	1.92	3,336	33	7,507	75	3,248	звекатсремап
£87,6	4.8	379	9.96	205,9	9.64	4,250	4.98	5,503	ELI	100'\$	126	106,2	Manitoba
36,355	6.4	1,773	1.29	34,374	2.24	197'51	2.72	768'07	068	LSt'tI	883	116'61	Ontario (sauf RCN)
166'45	32.6	17,883	4.73	36,900	4.24	24,945	9.48	30,046	554,6	275,21	874,8	21,525	Ontario (RCN)
860,71	2.44	145,7	8.22	255,6	2.64	414,8	8.02	<b>†89</b> '8	4,316	∠80°₽	3,225	5445	Snépec (RCN)
32,189	2.49	311,05	8.2	188,1	0.85	12,232	0.29	LS6'61	11,528	L95	185,81	1,284	Snepec (sauf RCN)
££2,7	1.72	2,034	6.2T	894'5	T.TE	2,838	62.3	\$69'₽	866	1,834	9£0'I	₹9'€	Nouveau-Brunswick
14,338	9.E	015	4.96	227,51	T.TS	176,5	5.27	198,01	SLI	3,762	335	866'6	Nouvelle-Ecosse
2,042	2.6	181	8.06	1,848	0.68	96L	0.13	1,246	16	007	96	1,148	lle-du-Prince-Edouard
044,2	6.0	87	1.99	698'5	7.92	154,1	E.E7	686,8	81	1,424	30	3,945	Terre-Neuve
						1984							
777'044	₽.72	LI+'09	9.2 <i>T</i>	160,251	9.04	981'06	\$.98	828,151	281,72	\$0£,20	33,235	946'46	IstoT
607,I	r.22	438	£.47	1,266	22.3	185	T.TT	1,328	611	797	319	1,004	Etranger
905'1	8.2	6 <i>L</i>	L.46	604,1	8.44	<b>†</b> 19	2.22	832	77	1179	LS	89 <i>L</i>	Territoires du Nord-Ouest
996	7.1	91	£.86	816	2.52	808	8.94	Ltt	L	787	6	984	Дпкои
001,02	1.1	225	6.86	20,045	3.75	9L9'L	4.29	12,724	112	715,7	113	12,533	Colombie-Britannique
820,EI	1.2	172	6.79	12,693	41.2	198'5	8.82	199'L	tt I	881,2	177	S0S'L	Alberta
5,912	1.1	19	6.86	5,732	9.54	672,579	4.95	5,333	30	784,2	31	3,245	Saskatchewan
₽£7,6	ε.ε	318	L'96	797'6	43.4	4,226	9.95	805,2	191	۲96°٤	ts I	567'5	Manitoba
36,155	T.4	1,682	5.29	34,296	6.14	191'51	1.82	886,02	008	14,252	877	20,044	Ontario (sauf RCM)
766,42	5.25	489,71	r. ra	160,75	45.2	24,832	8.42	30,165	587'6	15,452	666,8	21,639	Ontario (RCN)
ESI, TI	0.44	975°L	0.88	185,6	7.84	8,346	5.12	708,8	4,220	41117	3,326	0/4,2	Québec (RCN)
TTT,IE	7.59	805,62	£.8	486, I	4.78	11,886	9.29	168'61	11,133	919	275,81	89£'I	Québec (sauf RCN)
144,7	9.25.6	1,902	4.47	5,523	9.9€	2,725	4.69	911'7	868	1,820	1,004	3,703	Nouveau-Brunswick
14,124	2.5	687	2.96	13,548	6.92	3,802	1.57	10,322	991	L65'E	323	156'6	Nouvelle-Ecosse
094'1	4.8	Ltl	9.19	009'1	£.4£	<b>†</b> 09	7.23	951'1	69	555	₹8	590'I	Île-du-Prince-Édouard
£6£,2	0.1	IS	0.66	762,2	2.92	1,413	8.57	3,980	61	1,377	32	3,920	Terre-Neuve
IstoT	%	N.	%	.N	%	.N	%	N.	Franco- phones	-olgnA sənodq	Franco-	-olgnA sənonq	lievatt əb uəi.l
	souce	Francop	iones	dqolgnA	ies	Lemn	səu	птоН	nes	Lemi	mes	шоН	
						1983							

SCI,101 LIP

Vota:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le lieu de travail ou le groupe linguistique.

<sup>-</sup>Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première langue officielle est connue.

publique, 1983 and 1984 Nombre des employés des dix principaux ministères, et pourcentage par rapport à l'ensemble de la Fonction Les 10 principaux ministères et leur effectif



Ces 10 ministères comptent 165,232 employés ou 73.8 % de la Fonction publique en 1984 alors qu'ils en comptaient 163,608 q

(%8.11) 466,82 (%4.21) 472,48 (% 6.21) 262,48 73.7 % en 1983.

(%8.8) 094,8 Travaux publics (%7.8) 048,8 (%1.4) 450,6 Santé et Bien-être social (%1.4) 742, 6 (%t.t) SEL'6 Agriculture" (%+.4) 748,9 (%9.4) 141,01 Approvisionnements et Services (%5.4) 691,01 (%8.4) 265,01 Environnement (%7.4) II2,01 10,125 (4.6%) Service correctionnel (%8.4) £69,01 (%4.6) 856,02 Transports (%2.9) 822,12 (%2.11) 897,42 Emploi et Immigration (%0.11) 820,42 (%2.11) 142,22 (10qm1 Revenu national (Douanes et Accise, Défense nationale (civils)

agricole des Prairies; les données de 1983 ont été rajustées en conséquence. A Cette année, pour la première fois, les données se rapportant au ministère de l'Agriculture comprennent les employés de l'Administration du rétablissement

### Modalite d'emploi

Nombre d'employés selon la modalité d'emploi, 1983 et 1984

fatot bast	777,044	224,026
lato	784,5	091'5
Période déterminée	<b>†</b> 69	164
Saisonnier	83	£L 13
Période indéterminée	2,710	967'£
emps partiel		
[B10]	728,812	098'617
Période déterminée	13,792	14,410
Saisonnier	1,150	1,256
Période indéterminée	203,615	704,194
cmps plein		
Modalité d'emploi	£86I	₱86I

Nota:-Les personnes embauchées pour une période de moins de six mois (11,147 en 1983 et 10,596 en 1984) sont exclues des statistiques dont rendent compte les tableaux.

-L'addition des données de 1984 ne correspond pas nécessairement au grand total parce que certains documents ne précisent pas la modalité d'emploi.

Âge, sexe et groupe linguistique Répartition, en nombre et pourcentage, des employés selon le groupe d'âge, le sexe et le groupe linguistique, 1984 Répartition, en nombre et pourcentage, des employés selon le groupe d'âge, le sexe et le groupe linguistique, 1984

224,026	T.T.	119'19	£.27	821,131	1.14	£60'76	6.88	EE6,IEI	28,145	63,241	694,65	116'16	Total
651	7.01	87	€.98	707	25.5	LII	2.4T	342	ÞΙ	100	34	302	55 et plus
866,11	1.91	†16'I	6.58	896'6	9.92	3,178	4.87	094,8	667	2,655	1,415	£1£,7	<del>†9-09</del>
114,71	8.91	3,439	2.08	13,892	2.82	996'₺	2.17	12,445	L\$0'I	3,865	2,382	10,027	65—55
₽70,12	4.22	00L't	9.TT	16,285	8.62	272,8	2.07	14,802	1,489	457,4	3,211	155,11	₹S0S
21,642	23.5	790'5	2.97	16,484	0.48	055,7	0.99	14,292	1,882	5,423	3,182	190'11	6t—St
606'57	8.92	716'9	2.57	998,81	T.ZE	977'6	64.3	16,663	2,532	779'9	4,380	12,224	tt-0t
898,75	2.82	127,01	2.17	676'97	1.85	14,436	6.13	23,432	4,326	600'01	6,425	0¢6'9I	6535
706'0t	7.05	12,507	٤.99	28,178	8.24	18,714	54.2	22,188	870'9	12,537	654'9	179'51	30—34
32,816	3.45	11,259	2.29	146,12	5.95	18'466	7.54	14,350	919'9	176,11	€85'₽	049'6	67—57
13,655	2.95	4,885	8.59	965'8	9.99	960'6	4.88	655'7	712,5	697'5	1,368	3,127	70—24
334	1.14	131	6.88	188	T.ET	246	5.92	88	104	133	LZ	55	Moins de 20 ans
IstoT	%	N.	%	'N	%	N.	%	.N	Franco- phones	-olgnA sənonq	Pranco-	-olgnA sənonq	Groupe d'âge
	səuoi	Francoph	səuo	lqolgnA	ęs	Естт	ıes	ттоН	səu	Femr	səw	шоН	

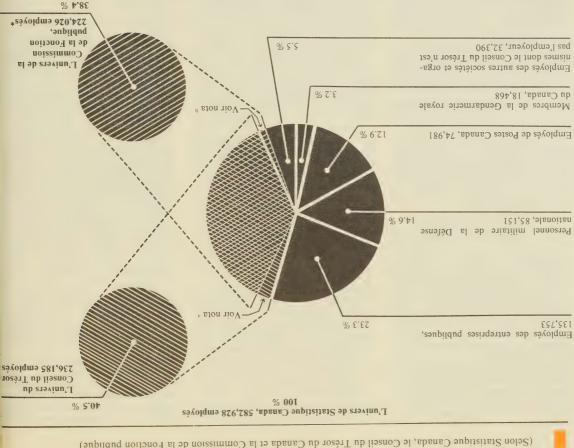
Nots:-L'addition des données ne correspond pas nécessairement aux totaux parce que certains documents ne précisent pas le groupe linguistique ou la date de naissance de l'employé.

-Les pourcentages relatifs aux groupes linguistiques ont été établis sur le total des employés dont la première

langue officielle est connue.

### L'emploi dans l'Administration fédérale, décembre 1984

(Selon Statistique Canada, le Conseil du Trésor du Canada et la Commission de la Fonction publique)



peu du nombre total d'employés - ou univers - pour qui le Conseil du Trésor fait office Nota: L'effectif — ou l'univers — sur lequel portent les statistiques de la Commission diffère quelque

It · les employés du Programme des carrières du Grand Nord .. • les employés de la Commission des relations de travail dans la Fonction publique 6 Font partie de l'univers de la Commission et non de celui du Conseil du Trésor: 15,454 les employés qui sont nommés pour moins de six mois; le nombre de ces derniers a oscillé entre 19,785 et 10,130 au cours de l'année. 965'01 les employés qui ne sont pas nommés par la Commission. 888,1 <sup>8</sup> Font partie de l'univers du Conseil du Trésor et non de celui de la Commission:

données (voir la note technique, source des données). \* Ce nombre tient compte d'une rectification de + 96 consécutive à l'utilisation d'un fichier intégré des

#### Groupe linguistique

cessations d'emploi. pour les nominations et à 684 pour les ramené à 1,254 pour l'effectif, à 180 nues quant à la langue officielle a été gestion. En 1984, le nombre d'incontème d'information des ressources de rie sont tirées exclusivement du Sysbnisdne les données pour cette catégogestion fait exception à cette règle bre d'inconnues. La catégorie de la d'autres sources afin de réduire le nomdans ce système, on fait appel à décrit ci-après. En l'absence de données d'information sur les langues officielles la plupart des cas tirées du Système langue officielle des employés sont dans Les statistiques concernant la première

directement du Conseil du Trésor. nismes dont les employés relèvent laires pour tous les ministères et orgades données sur les postes et leurs titugues officielles, établi en 1973, contient Le Système d'information sur les lan-

#### Rapports entre les données

(anb faisant déjà partie de la Fonction publipublique (nomination d'une personne nomination au sein de la Fonction nomination est enregistrée à titre de ainsi le cap des six mois de service, leur nouvelle nomination et tranchissent employés, par la suite, obtiennent une des raisons d'ordre pratique. Si ces gistrées, en tant que nominations, pour de moins de six mois n'ont pas été enrepublique pour une période déterminée nominations initiales à la Fonction s'explique du fait que, depuis 1973, les l'effectif de 1984, Cette situation lieu en 1984, ne correspond pas à pre de cessations d'emploi qui ont eu bre d'employés en 1983, moins le nomtion publique en 1984, ajouté au nom-Le nombre de nominations à la Fonc-

> sonnel, ainsi que pour la recherche. d'autres aspects de la gestion du perde statistiques sur l'effectif et sur mobilité des employés, l'établissement

> Secrétariat du Conseil du Trésor. d'information sur le personnel cadre du plusieurs sources, dont le Système Canada. Les données proviennent de nationaux et du programme Echanges et les candidats des programmes intercatégorie ainsi que sur les participants bnplidne dni bostnjeut nu emploi de la personnes de l'extérieur de la Fonction du personnel et des finances, sur les que, sur les administrateurs subalternes personnel cadre de la Fonction publilement. Il renferme des données sur le de certains groupes administrés centragestion de la catégorie de la gestion et tères et joue un rôle important dans la du Conseil du Trésor et certains minisétroite collaboration avec le Secrétariat ces de gestion a été conçu et élaboré en Le Système d'information des ressour-

### Nominations

publique. été faites au sein de la Fonction nombre total des nominations qui ont ue sout bas comptabilisées dans le frent à environ 8,000 en 1983 et 1984, nominations intérimaires, qui se chif-Rapports d'opération de dotation. Les nies par les ministères dans les mission qui contient les données fourmation sur les nominations de la Comtirées du Système de gestion de l'inforres qounces ant les nominations sont

#### Cessations d'emploi

titulaires. viennent du Système d'information des autres cessations d'emploi, elles pro-Quant aux données statistiques sur les priorités statutaires et administratives. les données sur les bénéficiaires des priorités de la Commission qui contient Registre statistique central sur les autres catégories, elles proviennent du dossiers de la Commission; pour les catégorie de la gestion proviennent des sur les mises en disponibilité pour la dossiers de la Commission. Les données tions de nominations sont tirées des pétence on incapacité et sur les révoca-Les données sur les renvois pour incom-

#### Catégorie de la gestion

niveaux équivalents d'autres catégories. tion à la catégorie de postes des de 1983 à 1984 en raison de l'intègrarie de la gestion ont également changé Les données sur l'effectif de la catégo-

#### Sources des données

plus exacte possible. fournir l'information la plus sûre et la «meilleure source», ce qui permet de tement des données une logique dite de Le fichier statistique applique au traid'information sur les langues officielles. sur les nominations et le Système le Système de gestion de l'information d'information des ressources de gestion, d'information des titulaires, le Système décrits plus loin, soit le Système basé sur divers systèmes d'information et les cessations d'emploi. Ce fichier est données sur l'effectif, les nominations un fichier statistique regroupant les La Commission a mis en place en 1984

bre 1983. nements et des Services au 31 décemde paye du ministère des Approvision-Canada qui est établi à partir des listes la population du gouvernement du proviennent du Fichier de reportage sur Les données sur l'effectif pour 1983 lieu de travail et le traitement annuel. tions d'emploi, la modalité d'emploi, le l'effectif, les nominations et les cessa-En sont tirées les données de 1984 sur

#### Effectif

de la Commission est utilisé. d'information des ressources de gestion gestion pour laquelle le Système les à l'exception de la catégorie de la pour toutes les catégories professionneldu Système d'information des titulaires statistique de la Commission sont tirees Les données sur l'effectif du fichier

des ressources humaines, l'étude de la ments sont utiles pour la planification du Fichier de reportage; ces renseignenistration fédérale et est utilisé aux fins gnements sur les employés de l'Admiet Services est une banque de renseidu ministère des Approvisionnements Le Système d'information des titulaires

journée de l'année civile en question. à une date précise, soit la dernière bre d'employés de la Fonction publique la Commission, elles indiquent le nomannée. Quant aux données publiées par nes allouées aux ministères à chaque nes représentent les ressources humaipendant six mois). Les années-personvalent (par exemple, deux personnes durée d'une année complète ou l'équidésigne une personne employée pour la

#### Fluctuations de l'effectif

ports et à celui des Finances respectivesont intégrés au ministère des Transtroisième n'y sont pas indiqués, car ils la liste des ministères, les deuxième et organismes voit son nom apparaître à dumping). Alors que le premier de ces tions (antérieurement Tribunal antiet du Tribunal canadien des importateur de l'Office du transport du grain aérienne, du Bureau de l'administra-Bureau canadien de la sécurité cés sous le régime de la Loi. Il s'agit du organismes de petite taille ont été plagroupes d'employés. En 1984, plusieurs res ou d'organismes ou de certains l'inclusion ou de l'exclusion de ministèd'année en année, en fonction de dans la Fonction publique fluctue L'effectif régi par la Loi sur l'emploi

## Reorganisation

compte de cette réorganisation. statistiques du présent rapport tiennent l'Expansion industrielle régionale. Les nouvelle organisation, le ministère de Undustrie et du Commerce en une l'Expansion économique régionale et de ges tusionnement ap ministères 7 décembre 1983 a donné lieu au L'adoption du projet de loi C-152 le

tionnée par une loi du Parlement. étranger n'avait pas encore été sancl'Agence d'examen de l'investissement de modifier le rôle et l'appellation de bre 1984, la décision gouvernementale mis fin à leurs activités. Au 31 décem-Dèveloppement social ont également Développement économique et au En 1984, les départements d'Etat au

> neur en conseil, comme les souspersonnes nommées par le gouver-

- personnel des ministres; cyets;
- du Canada et des Forces armées membres de la Gendarmerie royale
- Canada. Conseil national de recherches du organismes fédéraux, comme le dienne des Postes, et de certains Air Canada et la Société canaemployés des sociétés d'État, telles canadiennes;

darmerie royale du Canada. publique qui travaillent pour la Genusie et les employés de la Fonction civil du ministère de la Défense natio-Elle comprend toutefois le personnel

qui proviennent d'autres sources. tistiques du présent rapport et celles établit des comparaisons entre les stafaire preuve de prudence lorsque l'on conge sans traitement. Il faut donc catégorie de la gestion, des employés en Canada - tiennent compte, pour la du Conseil du Trésor et de Statistique Commission — contrairement à celles même. Par exemple, les données de la on due la population visée n'était pas la partir des mêmes systèmes de données même moment, n'ont pas été extraites à données n'ont pas été recueillies au peuvent être attribuables au fait que les nées respectives de ces organismes que certaines différences entre les donrelevé 1. De plus, il convient de signaler des rapports, sont présentées au du Trésor et la Commission publient lesquels Statistique Canada, le Conseil Les différences entre les effectifs sur

#### Effectif et années-personnes

dépenses. En effet, une année-personne lrésor fait état dans le Budget des d'années-personnes dont le Conseil du ne correspondent pas au nombre d'employés en fin d'année. Ces données publique font état du nombre données sur l'effectif de la Fonction Dans le rapport de la Commission, les

#### Nature des renseignements

l'âge, le sexe, et le groupe linguistique. jes exigences linguistiques des postes, la catégorie et le groupe professionnels, d'emploi, le lieu de travail, le ministère, données sont réparties selon la modalité linguistique et professionnelle. Les d'emploi, les appels et la formation l'effectif, les nominations, les cessations publique. Ces statistiques portent sur Loi sur l'emploi dans la Fonction les fonctionnaires fédéraux régis par la contient des statistiques détaillées sur La présente partie du rapport annuel

#### Fonction publique Univers de la Commission de la

rents, se chevauchent. univers d'employés qui, bien que diffébnpsidne définissent des effectifs ou la Loi sur l'emploi dans la Fonction Loi sur l'administration financière et travail dans la Fonction publique, la les pensions, la Loi sur les relations de Fonction publique et les autres lois sur officielles, la Loi sur la pension de la tion tédérale. La Loi sur les langues ensembles d'employés de l'Administraqui en découlent délimitent différents Diverses lois fédérales et les règlements

exclut les employés suivants: entendue ici, la Fonction publique Conseil du Trésor. Au sens où elle est np jauuosaad np uoitsa8 ap januvw np aux dispositions du sous-chapitre 045-2 dans le présent rapport est conforme fédérale. L'effectif dont il est question la minuscule) ou de l'Administration effectifs de la fonction publique (avec majuscule) pour le distinguer d'autres Pexpression Fonction publique (avec la est désigné dans le présent rapport par l'effectif régi par la dernière de ces lois, L'univers de la Commission, soit

née de moins de six mois; publique pour une période détermi-Loi sur l'emploi dans la Fonction employés nommés en vertu de la

Nous remercions les ministères et organismes suivants qui nous ont Journi des photos:

l'Agence canadienne de développement international, de ministère de l'Agriculture, le ministère de l'Agriculture, le ministère de l'Emploi et l'Immigration, le ministère des Pêches et des Océans, le ministère des Pêches et des Océans, et Accises), et Accises), le ministère de la Santé national (Douanes et des Océans, le ministère de la Santé nationale et du Bien-être social, le ministère de la Santé nationale et du Bien-être social, le ministère de la Santé nationale et du Bien-être social, le ministère de la Santé nationale et du Bien-être social, le ministère des Transports, le ministère des Transports, les Musées nationaux du Canada



cientifiques du ministère de la Santé ationale et du Bien-être social







Une jardinière au ministère de la Désense nationale



Chefs de section du ministère du Revenu national (Douanes et Accise)



up «céinae ed nioe» noidipried O Sénégal – Agence canadienne développement international





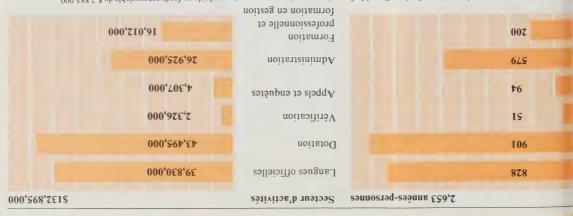


Une animatrice et des jeunes visiteurs du muséobus des Musées nationaux du Canada

000'\$68'781 \$

#### Affectation des années-personnes et des fonds

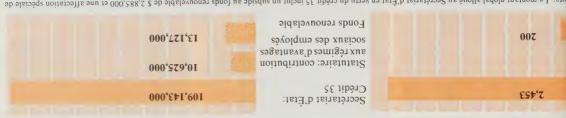
Affectation des années-personnes et des fonds par grand secteur d'activité, 1984/1985



Nota: Les fonds alloués à la formation professionnelle et à la formation en gestion comprennent un subside au fonds renouvelable de \$ 2,885,000.

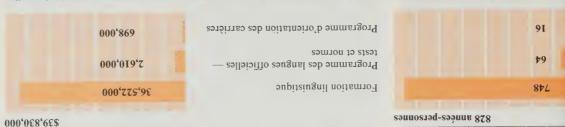
## Provenance des années-personnes et des fonds. Provenance des années-personnes et des fonds, 1984/1985

2,653 années-personnes



Nota: Le montant global alloué au Secrétariat d'État en vertu du crédit 35 inclut un subside au fonds renouvelable de 5 2,885,000 et une affectation spéciale de 10 années-personnes et de \$ 96,000 consentie par le Conseil du Trésor au titre du programme Emploi d'été des étudiants et placement des jeunes.

## Années-personnes et fonds reliés aux langues officielles, 1984/1985 Affectation des années-personnes et des fonds reliés aux langues officielles, 1984/1985



Nots: La réduction de 78 années-personnes en 1983/1984 à 16 années-personnes en 1984/1985 dans le cadre du Programme d'orientation des carrières s'explique de la façon suivante: du 1<sup>et</sup> avril au 30 septembre 1983, 17 années-personnes ont été transférées à des ministères; et 45 années-personnes ont été éliminées alors qu'on procédait à la suppression du Programme.

ses plans et de ses activités. Commission à dégager l'évolution de Ces examens périodiques ont aidé la assurer la bonne marche du système;

seignements et d'exposer leurs vues. commun, de se communiquer des rend'examiner des questions d'intérêt ciateurs de la Fonction publique tants des ministères et aux agents négomettre aux commissaires, aux représencomite a ete mis sur pied afin de perde consultation s'est réuni deux fois. Ce Au cours de l'année, le Comité mixte

> qu'il était de \$ 1,707,000 en 1983/1984. 1984/1985 est estimé à \$ 729,000, alors être récupérés. L'excédent prévu pour les activités dont les coûts ne peuvent

mance opérationnelle et financière pour tiel de revoir périodiquement la perfordépenses du gouvernement. Il est essenle Système de gestion des secteurs de des pratiques et contrôles de gestion et par le Programme de perfectionnement bonne exécution des mesures requises tion intégré. De ce système dépend la l'intermédiaire de son système de gesses ressources et programmes par La Commission gère méthodiquement

du superflu et des activités non lucratil'accent sur les priorités, l'élimination dû à une nouvelle orientation qui met réduites de 870 à 200). Ce succès est mation et au perfectionnement ont été années-personnes consacrées à la forde 700,000 à 1.7 million de dollars (les fonds a enregistré un excédent variant dollars. Toutefois, depuis 1981/1982, ce 800,000 dollars et deux millions de enregistré des déficits oscillant entre 1977/1978 et 1980/1981, le fonds a la formation du personnel. Entre renouvelable du perfectionnement et de également dans les opérations du tonds diminuer ses dépenses se manifeste L'engagement de la Commission à

ves et l'obtention de subventions pour

### Années-personnes

Années-personnes selon l'exercice et les crédits, 1977 à 1985

<b>p</b> * <b>p</b>	EII	2,540	2,653	500	2,453	5861/4861
2.4	110	L67'7	L09°7	502	7,402	1983/1984
2.3	69	2,525	7,584	213	175,2	1982/1983
2.2	133	754,2	078,2	L97	2,303	1981/1987
8.9	180	784'7	799'7	627	2,385	1861/0861
2.2	123	7,648	2,801	309	767'7	0861/6461
1.7	546	3,243	3,492	7.17	3,020	6261/8261
9.4	180	397,5	3,942	078	3,072	8/61/7/61
%	'N	səsilitu	Total	renouvelable	Crédits	Бхегоісе
		des crédits		Fonds		
art	Ec	Total				

5861	ģ	<i>LL</i> 61	crédits,	les	19	exercice	l,e	sejou	qépensé	Montant
									Sa	Dépens

tent	Excéc	., -:::, 1	7.1770	
%	(000,)	- Utilisation (°000)	Crédits (000')	Ехетсісе
6.9	910'9 \$	171,18 \$	L81,78 <b>\$</b>	8/61/7/61
7.8	800,8	84,521	675,529	6261/8261
L'9	2,325	74,263	885,9T	0861/6261
6,€	3,326	81,120	977'78	1861/0861
7.4	2,293	026,16	64,263	1981/1987
7.4	884,4	105,177	599'901	1982/1983
0.7	810,8	107,264	115,282	1983/1984
0.8	£\$6 <b>'</b> \$	218,811	894,611	5861/4861

# Sourcial restrongiant solutions and solutions and solutions and solutions and solutions are solutions and solutions are solutions and solutions are solutions. The solutions are solutions. The solutions are solutions. The solutions are solutions are solutions are solutions are solutions are solutions are solutions. The solutions are solutions are solutions are solutions are solutions are solu

ces programmes pour 1984/1985. millions de dollars) sont consacrées à En effet, 214 années-personnes (et 8.7 gramme des carrières du Grand Nord). sentés (l'action positive et le Prospéciaux pour les groupes sous-reprémission l'exécution de programmes Conseil du Trésor a confié à la Combaissé davantage, mais, en 1983, le Le nombre d'années-personnes aurait de 1,194 années-personnes, soit 31 %. 2,653, ce qui représente une diminution personnel) sont tombées de 3,847 à perfectionnement et la formation du bersonnes autorisées (y compris pour le De 1977/1978 à 1984/1985, les années-

ses depuis 1977/1978. tion réelle des ressources et des dépenentre les niveaux autorisés et l'utilisarelevés I et J offrent une comparaison publiées par Statistique Canada). Les tion sont fondés sur les données dollars, soit 31 % (les facteurs de défladiminution d'environ 27 millions de se traduirait pour cette période par une ramené à 60 millions de dollars, ce qui constants de 1977, ce chiffre serait contantes étaient exprimées en dollars soit 38 %. Toutefois, si les dépenses augmentation de 33 millions de dollars, en 1984/1985, ce qui représente une 1977/1978 à 119.8 millions de dollars passé de 87 millions de dollars en niveau autorisé en dollars courants est Fu ce dni concerne les dépenses, le

lions de dollars, c'est-à-dire de 5.0 %. dollars, soit une économie de 6.0 milvoit dépenser que 113.8 millions de renouvelable), la Commission ne préles 200 années-personnes liées au fonds pour 2,453 années-personnes (excluant s'établit à 119.8 millions de dollars Alors que pour 1984/1985 son budget année, elle a continué sur sa lancée. dessous des niveaux autorisés, Cette ses sunces-bersonnes et ses dépenses en années, la Commission avait maintenu dépenses. Au cours des dernières gestion interne la restriction de ses comme priorité dans le domaine de la sion de la Fonction publique s'est donné Encore une fois en 1984, la Commis-

'% \$ 110s prévues sont de cinq millions de dollars, ponsabilités partagées, les dépenses 1984/1985; en ce qui concerne les resdollars, soit 54 % du total pour renouvelable) s'élèvent à 65 millions de besoins de trésorerie nets du fonds responsabilités déléguées (y compris les organismes. Les prévisions touchant les ponsabilités partagées par les deux l'employeur dans des domaines à resl'exécution de programmes établis par conseil ou le Conseil du Trésor et à la Commission par le gouverneur en à des fonctions ou activités déléguées à Fonction publique. Le reste a été alloué mement à la Loi sur l'emploi dans la le respect du principe du mérite conforbudget de la Commission, pour assurer affectés, soit l'équivalent de 42 % du Cinquante millions de dollars ont été

Depuis 1977/1978, grâce à la mise sur pied de systèmes de contrôle interne et à l'engagement de la gestion envers une utilisation des tessources de la manière utilisation des tessources de la manière Commission a pu maintenir ses personnes-années et ses dépenses en dessous des niveaux approuvés.

Děpenses maintennes en deçà des niveaux autorises

En dollars constants, la Commission a réduit ses dépenses de 31 % depuis 1977/1978.

Fonds renouvelable du perfectionnement et de la formation du personnel: excédent prévu de \$ 729,000



IstoT	SLS	0.001	089	0.001
Vérification	0	0	7	٤.0
Perfectionnement individuel	SI	9.2	L7	0.4
Approche systémique à la formation	9	1.1	6	£.1
Gestion du personnel	123	9.92	133	9.61
Séminaires	٤	٥.0	97	8.9
Gestion du matériel	18	1.5	77	2.5
Gestion des finances	16	8.21	L01	T.SI
Informatique	66	2.71	174	2.81
Théorie et pratiques de gestion	140	4.42	051	1.22
Orientation en gestion <sup>2</sup>	05	7.8	85	2.8
Domaines	.N	%	.N	%
	861	83	61	18

Comprend les cours de gestion du programme Cours et affectations de perfectionnement.

#### quamasuvuif ay

s'annoncent tout aussi favorables. 5 %. Les prévisions pour 1984/1985 tout en respectant la limite des 6 et dent de \$ 1,707,000; elle y est parvenue 1983/1984, elle a enregistré un excévrement intégral des coûts. qu'elle offre selon un mode de recou-La Commission finance les cours

> modifié en profondeur en 1985. des cours a été passé en revue et sera ment, le système même d'évaluation ces sera complètée en 1985, Finalelaire du groupe de la gestion des finanl'approche systémique. L'analyse simirefonte des cours existants selon ception de nouveaux cours ou à la dont les résultats aboutiront à la confait l'objet d'une analyse rigoureuse Les fonctions liées à l'informatique ont formation, et neuf ont été sanctionnés.

répondre à leurs besoins de formation. Jes guide dans le choix des moyens pour conseils gratuits aux gestionnaires et La Commission offre maintenant des

privée au Canada. fournies par l'entreprise publique ou formation et méthodes d'apprentissage banque de plus de 13,000 activités de Les gestionnaires ont ainsi accès à une

#### Des mesures particulières

étant des employées très prometteuses. mandées par leur sous-chef comme cours en 1984. Elles avaient été recompas encore cadres ont profité de ce gestion. Ainsi, 32 femmes qui ne sont niveau inférieur à celui de cadre de moins trois femmes classées à un qu'il est donné, la participation d'au cadres de gestion prévoit, chaque fois d'orientation en gestion offert aux gramme d'action positive, le cours En réponse aux exigences du pro-

sont destinés au personnel de soutien. bureaux et du traitement de textes. Ils lièrement de l'automatisation des donnés en 1985, traitent plus particubureautique. Ces cours, qui seront sieurs cours dans le domaine de la De plus, la Commission a conçu plu-

cette langue. inscriptions aux cours donnés dans français, elle a favorisé une hausse des De plus, en donnant plus de cours en formation des personnes handicapées. Commission a pu faciliter l'accès à la Grâce à l'achat d'aides techniques, la



d'orientation en gestion: répartissent comme suit par cours

- 173 (95 femmes) au cours pour les
- gestionnaires intermédiaires; 386 (88 femmes) au cours pour les superviseurs;
- cadres de gestion; • 363 (65 femmes) au cours pour les
- sous-ministres adjoints; cadres de direction qui ne sont pas 295 (18 femmes) au cours pour les
- sous-ministre adjoint. cadres de direction du niveau de 36 (2 femmes) au cours pour les

(dont 14 femmes) l'ont suivi. fectionnement. Trente-neuf personnes gramme Cours et affectations de percours de gestion dans le cadre du pro-La Commission a de plus donné deux

été suivis par 1,130 employés. leurs besoins spéciaux. Ces cours ont égard, elle a donné 201 cours adaptés à jours en services de consultation. A cet ministères, la Commission a fourni 729 En outre, à la demande de certains

#### Qualité des services

tent ces exigences. sanctionnés, de manière qu'ils respecrendement. Les cours sont évalués et déboucher sur une amélioration de leur professionnels des fonctionnaires et les cours doivent répondre aux besoins prise de décision. Selon cette approche, tion, la prestation, l'évaluation et la formation, soit la recherche, l'élaboradans l'ordre, les différentes étapes de la mettant de grouper et de présenter formation est un cadre de gestion perconts. L'approche systèmique à la la formation et son application à ses boration d'une approche systèmique à traduits ces dernières années par l'élaaméliorer la qualité de ses cours se sont Les efforts de la Commission pour

systémique et de nouveaux besoins de modifiés en fonction de l'approche En 1984, 20 cours ont èté conçus ou

> tions avec efficience et efficacité. ils ont besoin pour remplir leurs toncformation et le perfectionnement dont mettre de donner à leurs employés la les conseils nécessaires pour leur perpublique offre aux ministères l'aide et sor, la Commission de la Fonction tés que lui délègue le Conseil du Tré-Fonction publique et des responsabili-En vertu de la Loi sur l'emploi dans la

> tion relatifs à la formation. services de coordination et d'informaassure a toute la Fonction publique des ment et les techniques de formation, et recherches sur les méthodes d'enseignecollaboration avec les ministères, des domaine de la formation, effectué, en services de consultation dans le formation, fourni aux ministères des donné des cours et des programmes de dentes, la Commission a préparé et En 1984, comme par les années précé-

#### Cours et services

du pourcentage de cours donnés. une ventilation par sujet du nombre et d'action positive. Le relevé H présente spéciale dont le soutien au programme tionnement individuel; et la formation ques relatives à la gestion; le perfecles compétences, techniques et pratipersonnel, des finances et du matériel; gestion; l'informatique; la gestion du les domaines suivants: l'orientation en des services de qualité supérieure dans tout spécialement à donner des cours et cours. La Commission s'est attachée raux, dont 5,517 femmes, ont suivi 680 En 1984, 12,851 fonctionnaires fédé-

pas eux-mêmes. Les participants se res des ministères qui n'en dispensent seurs et aux gestionnaires intermédiai-Elle offre aussi des cours aux supervifonctionnaires de niveaux équivalents. bres de la catégorie de la gestion et aux ner ces cours d'orientation aux mem-Commission est seule habilitée à dongramme d'orientation en gestion. La 268 femmes) dans le cadre de son procours à 1,253 fonctionnaires (y compris En 1984, la Commission a donné 56

> personnes handicapées croître les chances de formation des Achat d'aides techniques pour ac-

Lancement de cours en bureautique

de 13,000 activités de formation et suld ab aupnad anu'b baiq rue asiM

méthodes d'apprentissage

#### Contribution des ministères

seconde au travail. plus d'occasions d'utiliser leur langue employés et cherchent à leur fournir dans la formation linguistique de leurs nent une part de plus en plus active Tout indique que les ministères prendécouvrir les moyens de les satisfaire. tères à prèciser leurs besoins et à Commission a aidé étudiants et minis-Au cours des 20 dernières années, la

#### Ta demande de cours varie

sèdent déjà le bilinguisme requis. qe bins en bins de candidats reçus posimpérative en particulier et du fait que dotation en général, de la dotation non du, en partie, à la diminution de la intensifs et continus a baissé. Cela est Depuis 1983, la demande de cours

à cette nouvelle demande. fait preuve de souplesse pour satisfaire travail, s'est accrue. La Commission a dni se donnent en dehors des heures de modalités de cours, même pour ceux En revanche, la demande d'autres

#### res inscriptions

dans la langue qu'ils veulent maîtriser. et de bénéficier d'affectations de travail d'étudier sous la direction d'un tuteur programme permet aux participants linguistique a accueilli 42 étudiants. Ce Le Programme supérieur de formation souples, ont grimpé de 8,978 à 9,977. cours, ceux dont les modalités sont plus Par contre, les inscriptions aux autres cédente: il est tombé de 3,229 à 2,690. nus a baissé par rapport à l'année préd'étudiants aux cours intensifs et conti-En 1984, le nombre des inscriptions

#### apuosas Travailler dans sa langue

au long de leur apprentissage. seconde dans leur milieu de travail tout ment propice à l'utilisation de la langue ont toutefois beneficie d'un environneleurs principales tâches. Ces étudiants normalement, tout en accomplissant tents postes, en deça des heures prevues le niveau de bilinguisme requis pour étudiants de cet organisme d'atteindre Contrôleur général qui a permis aux d'exemple, le cours pour le Bureau du habituellement. Mentionnons ici, à titre cas, différaient de celles proposées cours dont les modalités, dans certains elle a mis sur pied plusieurs nouveaux réponse aux demandes des ministères, autres cours prévus au programme. En formation de base ainsi que tous les travail, tout en maintenant ses cours de modules orientés vers la langue de continué à intègrer à ses cours des besoins des ministères, la Commission a linguistique. Consciente des une importance accrue dans la forma-La langue de travail a pris, en 1984,

Canada. met l'accent sur le français parlé au tire le programme Français pour ici qui royale du Canada. De ce dernier a été cours d'emploi à la Gendarmerie no oupiteiugnil noitamiol ob ommarg tere des Transports, ainsi que le Proexclusif de la Garde côtière du minissont nès le cours Francomer, à l'usage particuliers. De cette action concertée pare des cours destines à des groupes concernés, la Commission a aussi pré-En collaboration avec les ministères

axés sur leurs besoins spécifiques. ministères qui cherchaient des cours demandes de cours spéciaux, surtout de La Commission a reçu plusieurs

## Aingt aus de formation linguistique

En 1977, la réalisation des objectifs gouvernementaux en matière de langues officielles devenait la responsablité première des ministères. La Commission dut alors intensifier ses programmes de formation linguistique dans les ministères, en plus d'accorder dans les ministères, en plus d'accorder dens les ministères, en plus d'accorder dont ils avaient besoin.

#### Pour mieux apprendre

En 1971, Dialogue Canada, une méthode audio-visuelle élaborée par la Commission, voyait le jour. Son contenu canadien reflétait en partie le Milleu de travail. Depuis, Dialogue Canada a subi de fréquentes modifications pour mieux tenir compte des exigences linguistiques du travail du fonctionnaire.

Au cours des années, nous avons aussi assisté à la mise sur pied ou au développement de services linguistiques spécialisés dans les domaines suivants: orientation des candidats à la formation linguistique; information et consultation; élaboration de programmes, de méthodes et d'instruments de mesures et d'évaluation; et production et distribution de matériel didactique. La formation inguistique s'en est trouvée renforcée d'autant.

En janvier 1964, la Commission du Service civil donnaît ses tout premiers cours structurés de langue seconde destinés aux fonctionnaîres. Elle appliquait ainsi une recommandation prèdienqueite sur l'organisation du gouvernement (commission Glassco) par le nement (commission Glassco) par le Comité des fonctionnaires supérieurs d'alors.

En 20 ans, les modalités et les méthodes d'enseignement des langues ont été modifiées en fonction des besoins de l'Administration fédérale. La Commission de la Fonction publique, nom qu'a sion de la Fonction publique, nom qu'elle civil, est fière de la contribution qu'elle a apportée, par l'entremise de ses services de formation inguistique, à l'applices de comment de la contribution qu'elle cet fière de la contribution qu'elle apportée, par l'entremise de ses services de formation du bilinguisme dans la Fonction publique.

## Des cours selon les besoins des

devenue une priorité. gue. L'étude de la langue seconde était naires dont le poste était déclaré bilinsits et continus destinés aux tonction-Commission organisa des cours intenbilingues à la Fonction publique, la l'employeur eut identifié les postes première langue officielle. Après que devraient pouvoir travailler dans leur fonctionnaires dne jes fèdèraux français ou en anglais et reconnaissait diens puissent obtenir des services en Fonction publique pour que les Canales mesures que devrait prendre la tion adoptée par le Parlement précisait façon volontaire. En 1973, une résoluépoque s'inscrivaient aux cours de aux ministères. Les étudiants de cette formule semblait convenir davantage donner de meilleurs résultats, cette passa aux cours cycliques. En plus de nibilité des étudiants. Bien vite, elle cours de durées diverses, selon la dispo-Au départ, la Commission offrait des

> Imporiance accrue de la langue de iravail dans la formation linguistique

> səl 1us səxa sıncə xuaəvuoN sərətisinim səb sniosəd

Cours intensifs et continus: baisse des inscriptions de 3,229 à 2,690

Augmentation de la demande pur sibles subor se la demande pour se la fill subor se la fill

téléphoniques personnels pendant le service. L'enquête révèle en outre que la direction appliquait le même règleimposait progressivement des sanctions disciplinaires dans les cas où les circonstances le justifiaient. La plainte n'a pas été accueillie.

#### Evaluation injuste

plainte est rejetée. rences fournies étaient exactes. La des normes objectives et que les réféluation de l'employée était fondée sur travail. L'enquête a conclu que l'évacapacités dans un nouveau milieu de l'occasion de faire la preuve de ses suggéré au ministère de lui donner son évaluation de rendement, mais a seur, celui-ci a confirmé le contenu de communique avec son ancien superviministère qui voulait la réembaucher a s'était pas amélioré. Lorsqu'un autre rieur sur son travail, son rendement ne des observations dans un rapport anté-Bien que la direction lui ait déjà fait qui exerçaient des fonctions identiques. norme s'appliquant à tous les employès tion de son travail était supérieur à la d'erreurs de l'employée dans l'exécuqué dans son évaluation que le taux dant plus d'un an et qu'elle avait indièté insatisfaite de son rendement pen-L'enquête révêle que la direction avait par la Fonction publique. ministère l'empêchait d'être réembaudéfavorables fournies par son ancien de façon injuste et que des références prétend que son rendement a été évalué. de l'enquête. Une ancienne employèel perçue qui n'a été éclaircie qu'à la suite Cette plainte est relative à une injustice

critères d'attribution la taille de la famille, les nécessités du service et le niveau de traitement. Parce que les logements sont attribués aussi bien aux célibataires qu'aux familles, la politipas jugée discriminatoire et la direction a agi de façon raisonnable dans les circonstances.

#### Origine nationale

ministere. snife, il a accepte un poste offert par le sur une liste d'admissibilité. Par la selon lequel le plaignant a été inscrit publique. Un règlement est intervenu qu'il faisait déjà partie de la Fonction l'article 28 de la Loi sur l'emploi, parce lequel il était qualifié, tel que prévu à liste d'admissibilité à un poste pour plaignant aurait dû être inscrit sur une discrimination, l'enquête rèvèle que le blit pas le bien-fondé de l'allègation de l'origine nationale. Bien qu'elle n'étaet d'une discrimination fondès sur tend être victime d'un traitement inégal èté renvoyè en cours de stage. Il prècelui du poste. Dix mois plus tard, il a un poste, mais à un niveau inférieur à de la Fonction publique, a été nommé à plaignant, un postulant de l'extérieur faire ressortir d'autres irrégularités. Le même si celle-ci n'est pas fondée, peut relative à une plainte de discrimination, Cette affaire démontre qu'une enquête

#### Harcèlement personnel

retards, ses disparitions et ses appels portement au travail, notamment ses corriger certains aspects de son comveille de très près parce qu'on voulait fondées. De plus, son travail était surqui, selon ses propres aveux, étaient informé des motifs de ses suspensions rèvèle toutefois qu'il a clairement été de l'inégalité de traitement. L'enquête relevaient du harcèlement personnel et rigoureuse qu'il exerçait sur son travail seur lui imposait et la surveillance sanctions disciplinaires que son superviétroite. Le plaignant prétend que les harcèlement personnel et supervision iève la question de la distinction entre Ce cas est intéressant parce qu'il sou-

Ce qui est intéressant de noter dans cette affaire, ce sont les répercussions que peut avoir une plainte précise sur d'autres situations dans le même milieu. La Commission a accueilli une plainte formulée par une employée pour discrimination fondée sur la coutaisen, son évaluation de rendement avait été injuste. Le ministère a consenti à revoir les évaluations de tous les autres employés de l'unité et a conclu que celle d'un autre employé noir feiait, elle aussi, injuste. Les deux évaluations que celle d'un autre employé noir était, elle aussi, injuste. Les deux évaluations ont été modifiées. En outre, le minisont été modifiées.

les conditions de travail dans l'unité.

tère a pris des mesures pour améliorer

#### Traitement inégal

Confeur

ollert. jugé qualifié et le poste lui a ensuite été réévaluer le plaignant. Celui-ci a été question. Le ministère a consenti à été faite un an avant le concours en reprendre son ancien poste qui lui avait parce qu'il avait refusé l'offre de le jury de sélection l'a fait échouer personnelles. L'enquête révèle aussi que qu'il a obtenu zéro au titre des qualités connaissances et des capacités, mais les autres candidats pour ce qui est des note considérablement plus élevée que L'enquête révèle qu'il a obtenu une dant 10 ans avant de démissioner. doter le poste qu'il avait occupé penechoue à un concours public visant à Le plaignant, un ancien employé, a

#### Situation de famille

Un employé célibataire prétend qu'il a été victime de discrimination fondée sur la situation de famille. Dans cette affaire, l'employé a reçu un avis d'expulsion d'un logement de l'État qui situation de célibataire. De fait, il habitait un logement de deux chambres à coucher qui devait normalement être coucher qui devait normalement être sattribué à une famille. L'enquête révèle que la politique d'attribution des logeque la politique d'attribution des logement aux employés utilise comme

#### Enquêtes

soit une diminution de 37.6 %. à la fin de 1983 à 289 à la fin de 1984, tés à l'année suivante est tombé de 463 dossiers des années précédentes repordossiers classés en 1983. Le nombre de 26.5 % de plus par rapport aux 232 ces 745 cas, elle en a classé 456, soit soit une augmentation de 13.4 %. Sur 745 dossiers contre 657 l'an dernier, Cette année, la Commission a instruit nation au sein de la Fonction publique. d'enquêter sur les plaintes de discrimiquand la Commission a entrepris produit chaque année depuis 1972 plaintes n'est pas inhabituelle et se en 1983. La fluctuation du nombre de plaintes pour discrimination contre 385 En 1984, la Commission a reçu 282

Sur les 282 plaintes reçues en 1984, 121 tombaient sous la responsabilité d'ombudsman qui incombe à la Commission, 93 pour irrégularité en matière, le motif de discrimination. Pour ces dernières, le motif de discrimination nation allégué était, par ordre décroissant, la race, la couleur et l'origine nationale, dans 10 % des cas; l'âge, dans 5 % des cas; le sexe, dans 4 % des cas; et la déficience, dans 2 % des cas; et la déficience, dans 2 % des cas.

.nolivna enquête s'est maintenue à une sur cinq des plaintes jugées fondées après autrement. Depuis 1977, la proportion l'étaient pas et 15 % ont été réglées truites étaient fondées, 63 % ne 1983. En 1984, 22 % des plaintes insaugmentation de 25.1 % par rapport à d'enquête au cours de l'année, soit une Commission a fermé 514 dossiers pétence pour instruire ces plaintes. La que la Commission n'avait pas la comrenvoyèes à d'autres organismes parce de l'aide et des conseils donnés, soit restantes ont été soit retirées par suite out donné lieu à une enquête; les 444 plaintes pour d'autres motifs, dont 416 En 1984, la Commission a reçu 860

Voici un échantillon des plaintes reçues et un aperçu de la manière dont elles ont été réglées.

## Taback c. la Commission de la Fonction publique (A-697-83)

de se prononcer sur l'issue de l'appel. à ce tribunal, mais au comité d'appel était voué à l'échec. Il n'appartient pas un comité d'appel) au motif que l'appel (enjoignant à la Commission d'établir rendre une ordonnance de mandamus instance avait eu tort de refuser de conclu que le tribunal de première de modifier ce même jugement qui a dèpôt d'un appel. Elle refuse également d'établir un comité d'appel à la suite du la Commission avait eu tort de refuser Cour d'appel fédérale qui a statué que refuse d'infirmer le jugement de la Lesbèce la Cont subtême du Canada Cette cause est importante, car en

#### Taback (82-21-TAX-79)

A la suite du jugement de la Cour suprême du Canada, le comité d'appel établit qu'une personne qui a été renvoyée de la Fonction publique et qui réintègre son poste après avoir eu gain de cause dans un grief ne conserve pas la qualité d'employé qui lui donne le droit de participer à un concours. Elle présenter un grief. Le comité d'appel statue donc qu'il n'est pas compétent pour entendre l'appel.

La Cour juge que l'article 13 de la Loi autorise la détermination d'une telle zone de concours. Cette détermination n'établit pas entre les personnes une distinction fondée principalement sur la province de résidence actuelle ou antérieure. La Loi a une application générale, au sens de la Charte, en Colombie-Britannique, comme dans toute Le droit invoqué par l'appelant en vertu de la Charte est assujetti à la Loi.

## Lepage c. le ministère des Affaires extérieures (A-913-83)

énoncé doit être fourni et publié. tion publique qui prescrit qu'un tel Règlement sur l'emploi dans la Foncn'y avait pas vraiment eu violation du énoncé de qualités approprié et qu'il dans la norme de sélection était un que la liste des qualités mentionnées par laquelle un comité d'appel a conclu fédérale refuse d'infirmer la décision du service extérieur. La Cour d'appel en vue de la dotation des postes d'agent sélection en guise d'énoncé de qualités qualités mentionnées dans la norme de Affaires extérieures qui se sert des concerne la pratique du ministère des Cette cause est importante, car elle

## Vorias c. le ministère des Affaires extérieures (A-1196-83)

Les saits dans cette cause sont analogues à ceux du jugement Lepage. Le comité d'appel juge par ailleurs que, même s'il y a eu violation du Règlement sur l'emploi dans la Fonction publique parce qu'aucun énoncé de qualités n'a été fourni ou publié, la sans cette violation, les résultats du concours auraient vraisemblablement pu être distérents. La Cour n'a rien trouvé à redire à cette conclusion.

renversée. décision du comité d'appel a été interjeté devant la Cour fédérale, la aux appelants. Toutefois, dans un appel comité d'appel a donné gain de cause deux bulletins de la Commission, le fait de cette nomination. Se fondant sur ces d'avancement ont été amoindries du d'un employé au motif que leurs chancontesté la nomination sans concours Dans cette affaire, les appelants ont

#### $(\xi 8-687-A)$ Commission de la Fonction publique Guy c. un comité d'appel de la

Commission de la Fonction publique. dans le cadre des compétences de la publique et qu'il entrait manifestement de la Loi sur l'emploi dans la Fonction Décret a été pris en vertu de l'article 39 Le comité d'appel a conclu que le dexclusion sur les langues officielles. validité d'une disposition du Décret a débouté un appelant qui contestait la décision par laquelle le comité d'appel La Cour d'appel fédérale entérine la

#### Demaere c. la Reine [1983] 2 C.F. 755

de la Charte canadienne des droits et n'était pas incompatible avec l'article 6 supiloi dans la Fonction publique formité avec l'article 13 de la Loi sur concours qui avait été établie en concomité d'appel a jugé que la zone de appel de la décision par laquelle un La Cour d'appel fédérale rejette un

dans un poste mieux rémunéré. gagner sa vie en Colombie-Britannique Canada à Cornwall l'a privé du droit de de l'Institut de formation de Transports employés de la région du Pacifique et l'admissibilité au concours aux seuls L'appelant soutient que la limitation de

> doit statuer sur sa propre compétence. principe selon lequel le comité d'appel de courtoisie ne peut prévaloir sur le que, même si c'était le cas, le principe attendre la décision de l'arbitre. Il juge de la courtoisie entre les tribunaux et à comité d'appel à appliquer le principe l'affaire, ce qui aurait pu pousser le prouve qu'un arbitre est déjà saisi de tion de l'appelante au motif que rien ne Le comité d'appel rejette aussi l'objec-

la recommandation est justifiée. à établir une présomption selon laquelle preuve prima facie, c'est-à-dire tendant doit produire au comité d'appel une recommandation de renvoi, le sous-chef pose également que pour défendre une die ne peut être déterminée. Elle disdes raisons de santé même si sa malad'exécuter les fonctions d'un poste pour qu'une personne peut être incapable parce qu'elle pose comme principe Cette décision est aussi intéressante

par le comité d'appel. La recommandation a été maintenue

#### Ryder et Viguers (84-21-EIC-33)

néanmoins être raisonnables. exprime l'avis que ces exigences doivent Bambrough, cette même cour a d'un poste. Toutefois, dans l'affaire de la direction d'établir les exigences rale ne semble pas limiter les pouvoirs ment Ricketts de la Cour d'appel fédé-Le comité d'appel constate que le jugetère a exercé ses pouvoirs de gestion. pour examiner la façon dont le minisd'appel de déterminer sa compétence Les appelants ont demandé au comité

#### (E8-74EI-A) Sa Majesté la Reine c. Noreau et al.

de la nomination en question. la personne ont été amoindries du fait L'avis que les chances d'avancement de la Fonction publique n'exprime d'abord d'appel, à moins que la Commission de concours, il n'existe aucun droit lorsqu'une nomination est faite sans Cette cause établit clairement que

> même époque. L'appel est accueilli. autres concours restreints tenus à la fait l'objet de l'appel mais aussi de 21 validité non seulement du concours qui patente qu'elle remet en question la attribués constituent une irrégularité si apportés subséquemment aux points fièe. Il conclut que les changements rence entre les notes n'était pas justises bien que, de toute évidence, la difféchangé les points attribués aux réponcomité de sélection a ultérieurement l'examen. Il constate en outre que le née et qu'ils ont tous, en fait, réussi à point pour chaque bonne réponse donles candidats ont d'abord obtenu un nes. Le comité d'appel établit que tous doter un poste d'inspecteur des doual'examen des connaissances visant à Un seul de cinq candidats a réussi à

#### Case (84-31-AGR-2R)

pour entendre l'appel d'un renvoi. adverses concernant sa compétence tes présentées par les deux parties d'appel rejette deux objections différen-C'est la première fois qu'un comité

exclusive d'un arbitre. naire, l'affaire relève de la compétence était de nature strictement disciplide la mesure prise par le ministère qui qu'un grief ayant été déposé à l'égard représentant de l'appelante, soutient seconde objection, soulevée par le l'expiration du délai de 14 jours. La l'appelante a interjeté appel après représentant du ministère, soutient que La première objection, soulevée par le

dans le délai prescrit de 14 jours. lante avait par la suite interjeté appel recommandation de renvoi et l'appeen personne à l'appelante un avis de la corrigé la situation en faisant remettre mandé. Toutefois, le ministère avait avait été envoyé par courrier recoml'appelante était sans effet parce qu'il ministère au motif que l'avis donné à Le comité d'appel rejette l'objection du

La Commission mettra aussi l'accent sur la formation et la prévention pour faire assumer par les ministères la responsabilité de régler en première ligne les cas de recours.

#### sloqqA

Le nombre d'appels est passé de 2,400 en 1983 à 2,463 en 1984, alors que le nombre de méthodes de sélection ouvrant droit à un appel baissait de 15,275 à 15,012. En 1984, 1,484 méthodes ou 9.9 % ont donné lieu à des appels. Même si le nombre de méthodes ou 9.9 % ont donné lieu à des appels interjetés a augmenté de d'appels interjetés a augmenté de les employés sont davantage disposés à contestet les sélections faites ou proposontation de les employés sont davantage disposés à contestet les sélections faites ou proposées.

Des 2,463 appels interjetés en 1984, 2,379 l'ont été à l'égard de méthodes de sélection en vertu de l'article 21 de la publique et 84, au sujet de recommandations de renvoi ou de rétrogradation en application de l'article 31.

Le nombre de décisions rendues par les comités d'appel cette année a augmenté de 12.0 %. Il est passé de 1,030 en 1983 à 1,154 en 1984. De ce nombre, 832 décisions, soit 72.1 %, ont été rendues dans les 10 jours ouvrables qui ont suivi l'audition de l'appel. Les décisions des comités d'appel peuvent portet sur plus d'un appel ou plus d'une méthode de sélection.

Voici des exemples de décisions renduces en 1984 par des comités d'appel ou des instances supérieures.

#### Huckins (83-21-CAE-51)

Cette décision démontre comment une irrégularité commise par un comité de sélection peut toucher non seulement l'appelant mais aussi d'autres candidats qui ont participé à un certain nombre de concours tenus en même temps.

En 1984, la Commission de la Fonction publique a continué de mettre l'accent sur les voies de recours dans la Fonction publique.

Afin d'offrir un meilleur service en ce qui concerne les plaintes et les appels, la Commission a fusionné ses services de l'antidiscrimination et des enquêtes de l'antidiscrimination et des enquêtes et d'enquête plus efficiente. Elle a aussi décidé de traiter certaines plaintes à l'aide d'une méthode accélérée en réunissant le plaignant, le ministère en résoudre les plaintes anns procéder à résoudre les plaintes anns procéder à une longue enquête officielle. Les résultats de ces essais se sont révélés encoutais de la la Commission envisage raggeants et la Commission envisage d'utiliser davantage ce procédé.

luées en 1985. d'appel. Ses répercussions seront évala nécessité d'avoir une audience Dans certains cas, elle a même éliminé l'appel et en arriver à une décision. 20 % le temps nécessaire pour entendre lités de conflit et de réduire d'environ procédure permet de limiter les possibila tenue d'une audience officielle. Cette cernant le processus de sélection avant syndicat tous les renseignements contère à communiquer à l'appelant et au gnements» qui consiste pour un minisprocédure de «divulgation des renseimission a encouragé l'application de la En ce qui concerne les appels, la Com-

Fusion de services pour former une unité d'enquêtes plus efficiente

Mise au point d'une méthode pour régler les appels plus rapidement. Son application à grande échelle est prévue.

de nombre d'appels a augmenté de 2.5 %, alors que le nombre de méthodes de sélection ouvrant droit à un appel a baissé de 1.7 %. Le nombre de décisions rendues par les comités d'appel a augmenté de 3.0 %.

#### uonpgəjəp Comité consultatif de la

d'examen du personnel. y compris les rapports de vérification et saisant état du rendement du ministère, ses renseignements dans les documents décisions nécessaires, le Comité a puisé Pour aider la Commission à prendre les dotation délégués à huit ministères. délégation a examiné les pouvoirs de En 1984, le Comité consultatif de la

ponsables de ces instruments. ministères se sentiront davantage resbesoins et leurs objectifs. Ainsi les délégation qui refléteront mieux leurs dans l'élaboration des instruments de res auront un plus grand rôle à jouer mise de leurs représentants, les ministèfait l'objet d'une révision. Par l'entre-Le mode de fonctionnement du Comité

#### verifications integrees

dans leur ministère. de l'état de la gestion du personnel ont pour but d'informer les sous-chefs ministères. Les rapports de vérification plète des pratiques de gestion dans les Commission d'avoir une idée plus comde la gestion du personnel a permis à la entre la dotation et les autres aspects cations. L'examen des liens qui existent ministère sait l'objet de plusieurs vérisisont soumis les sous-chefs lorsque leur tient compte des exigences auxquelles tions du personnel. La Commission Commission a procédé à 10 vérificaententes avec le Conseil du Trésor, la Depuis la conclusion en juin 1982 des

englober la gestion de la formation. champ des vérifications intégrées pour méthodes de vérification, et d'élargir le train de parfaire et de raffiner ses sions dans ce domaine. Elle est aussi en que, par exemple la qualité des décidans l'ensemble de la Fonction publides questions relatives à la dotation portée de ses vérifications à l'examen La Commission a entrepris d'étendre la

#### sar la carrière Programme d'emplois d'èté axès

d'Emploi et Immigration. présentation recrutement et de cipants, ainsi qu'au sein des services de bureaux régionaux des ministères partil'administration centrale et dans les vérification spéciale a été effectuée à ministère exerçait ces pouvoirs, une carrière. Afin d'évaluer la façon dont le gramme d'emplois d'été axés sur la secondaire dans le cadre du Proprésenter des étudiants de niveau post-Canada le pouvoir de recruter et de délégué à Emploi et Immigration En décembre 1983, la Commission a

et Immigration: suivantes soient apportées par Emploi a recommande que les ameliorations gramme est assez bien administre, mais La Commission a conclu que le Pro-

- formation de l'effectif régional; réévaluer le nombre, la qualité et la
- à l'intention des ministères; organiser des séances d'information
- clientèle; auprès Programme Sette эp seutes en faisant la promotion du de membres des groupes sous-repréaider les ministères à engager plus
- efficient et efficace. un service de présentation uniforme, adopter des mesures qui favorisent

### rs dekzounej gyakeusez

Fonction publique. opticuucut par la suite un emploi à la nombre d'employés de ces agences qui res dans ce domaine et déterminer le but: examiner les pratiques des ministèpersonnel temporaire avait un double L'étude sur le recours aux agences de

Fonction publique est d'environ 6.6 %. obtiennent par la suite un emploi à la taux d'employés des agences qui au personnel d'agences. Par ailleurs, le seil du Trésor lorsqu'ils avaient recours tères respectaient la politique du Conconclu que, dans l'ensemble, les minis-Fonction publique. La Commission a comme échantillon représentatif de la situés dans 29 localités ont été retenus Douze ministères avec des bureaux

situation. sous-chef en question de remédier à la adéquats, la Commission conseillait au nications ou les contrôles n'étaient pas Lorsqu'elle remarquait que les commupersonnel du recours aux agences. veillance directe par les services du tes et aux agents de personnel; la surenonce par le sous-chef aux gestionnaités de chacun; la diffusion de cet tère qui précise les rôles et responsabilide principe clair et complet du minisces de personnel temporaire; un enonce tion raisonnable et appropriée d'agensuivants avaient contribué à une utilisa-La vérification a révélé que les facteurs

## Vérification de la gestion

## qu bersonnel

Grâce à l'établissement d'un centre d'information où les employés peuvent se renseigner sur la dotation, la formation, les langues officielles et les politiques ministérielles, un ministère a réussi à créer un climat de franchise qui a contribué à rehausser la présence, la crédibilité et la qualité de ses services du et la qualité de ses services du

Dans un autre ministère, le nombre de membres des groupes sousreprésentés s'est accru de façon marquée grâce à l'intégration des objectifs concernant leur représentation à la planification des ressources humaines. Cela n'aurait pas été possible sans l'engagement ferme des gestionnaires de tous les des gestionnaires de tous les

niveaux. Un ministère a établi un répertoire de candidats admissibles pour doter les postes ayant le plus haut taux de roulement, réduisant ainsi les délais de dotation.

Les vérifications ont aussi permis de constater des points faibles auxquels il faut remédier. Par exemple:

- employé;

  chés de services personnels devra

  être modifié pour éviter que s'ensui
  être modifié pour éviter que s'ensui-
- cimpoyer, establir des directives et des règles en matière de personnel doit tenir compte à la fois des exigences du service et des politiques des organismes centraux, pour que les directives et règles soient efficaces et efficientes;
- les mesures pour accroître la présence des groupes sous-représentés doivent faire partie de la planification des ressources humaines des ministères;
- la planification des ressources humaines doit être intégrée à la planification opérationnelle et refléter les objectifs ministériels pour que les services du personnel puissent aller au devant des besoins des gestionnaires en matière de dotation.

Afin de s'assurer que les principes et méthodes de dotation dans la Fonction publique donnent les résultats voulus et que les pouvoirs de dotation délègués sont exercés correctement, la Commission procède à des vérifications et examers de la dotation faite par les ministères. En outre, elle vérifie au nom du Conacil du Trésor d'autres aspects de la fication il a rémunération, les relations de travail, les langues officielles et l'action positive.

En 1984, il y a eu deux vérifications et portant seulement sur la dotation et cinq portant sur la gestion du personnel. Des suivis ou postvérifications ont plus, la Commission a effectué deux vérifications spéciales: l'une sur le porsire et l'autre sur le Programme d'emplois d'été axés sur la carrière. Le d'emplois d'été axés sur la carrière. Le sonsité consultatif de la délégation s'est réuni huit fois.

Les résultats des vérifications de 1984 confirment que les ministères visés réussissent à bien informer leurs gestionnaires de leurs responsabilités en matière de gestion des ressources humaines. Certains ministères avaient particulièrement bien réussi à fournir à particulièrement bien réussi à fournir à en matière de personnel. Voici des ex matière de personnel. Voici des exemples de ce qui s'est fait de mieux à cet égard:

Un ministère a établi des comités de gestion des ressources humaines. Ainsi, gestionnaires du personnel et cadres axiaux font équipe pour intégrer les opérations et la planification.

Le Programme d'emplois d'été axés sur la carrière est assez bien géré mais son marketing doit être mieux fait.

on bersonnel d'agences Pas d'abus dans le cas du recours

Révision du rôle du Comité consultatif de la délégation



## Exclusions particulières

Titre Commis de cuisine au ministère de la	Jules Roger	Durée du décret 1984-02-16	du Conseil prive
Délense nationale	Michel	700 00 700	
Sous-ministre associé des Affaires indien- nes et du Nord canadien	Frederick R. Drummie	1984-02-20	089
Secrétaire associée du département d'État	Jean Edmonds	10-20-20-1	3001
au Développement économique et régional	Sedificities	10-50-5861 /10-50-4861	5671
Sous-ministre associé des Finances	Bernard Drabble	/17-70-7861	90†1
Coordonnateur fédéral du développement	Втисе Камзоп	/05-40-4861 12-40-5861	1408
économique  Agent de commerce au ministère du	Paul H. Alfer	12-90-5861	*6516
Revenu national	IOTIN CTT IND T	17-00-b061	#6\$17
Sous-ministre associé des Transports	Jaffray Wilkins	10-L0-5861 /10-L0-5861	5554
Sous-ministre associée de la Santé natio- nale et du Bien-être social	Маитееп Law	10-80-6861 /10-80-4861	52226
08' oqx4'b larðnág stirsszimmo.	Patrick Reid	1882-02-07	52228
Conseiller spécial auprès du secrétaire du Cabinet	Атірит Ктоевет	/p0-L0-p861	5449
Secrétaire associé du Cabinet et sous- greffier du Conseil privé	Gordon Smith	\pho-70-5891 \pho-70-5891	7421
Conseillère spéciale auprès du sous-minis- tre de l'Expansion industrielle régionale	Jesu Edmonds	/ <del>\p0-\0-\p86</del> I	5423
Sous-ministre associée de l'Expansion industrielle régionale	Jean Edmonds	\pho-70-5891	91697
Secrétaire associé du Cabinet et sous- greffier du Conseil privé	Gordon Smith	/ <del>0</del> -70-5861	30396
Conseiller spécial auprès du secrétaire du Cabinet	Атгрит Kroeger	/ <del>0</del> 0-70-4861	30419
Directeur de l'Office pour un renouveau industriel	Paul Labbé	1882-88-08/ 1882-88-08	3315
Agent supéricur de formation au ministèr des Travaux publics	George W. Kennedy	10-11-4861	3232**

Décret pris à titre de mesure corrective à la suite d'une erreur administrative et permettant à la Commission de la Fonction publique de nommer l'employé sans concours et sans droit d'appel.

<sup>&</sup>lt;sup>b</sup>Remplace le décret nº 2453.

<sup>°</sup> Modifie le décret n° 2451.

d Modifie le décret n° 2449.

ces demandes ont été agréées. élections fédérales. Sauf deux, toute désireux de se porter candidats au 15 demandes, toutes de fonctionnaire En 1984, la Commission a été saisie d'

chacun des ministères suivants: des Ressources et une demande, di du ministère de l'Energie, des Mines e Des demandes agréces, deux venaien

Approvisionnements et Services, Agriculture, Affaires indiennes et du Nord cana Affaires extérieures,

Emploi et Immigration, Département des Assurances, Défense nationale, Archives publiques,

Iransports. Revenu national (Douanes et Accise), 'astice'

#### Revocations de nominations

tions dans trois circonstances: La Loi prévoit la révocation de nomina-

enquêter sur la nomination; comité qu'elle a mis sur pied pour la recommandation à cet effet d'un sein de la Fonction publique que sur revoquer une nomination faite au Cependant, la Commission ne peut tions visées par la délégation. nomination confrevient aux conditonctions du poste ou lorsque la qualités requises pour exercer les soune nommée ne possède pas les la Commission estime que la perà une délégation de pouvoirs et que nomination est faite conformément en vertu de l'article 6, lorsque la

ressort d'une enquête qu'un foncen vertu de l'article 41, lorsqu'il nation est accueilli; appel interjeté au sujet d'une nomien vertu de l'article 21, lorsqu'un

En 1984, 19 nominations ont été révotrauduleuses. tionnaire a été mêlé à des pratiques

16 en vertu de l'article 21 et une en quées dont deux en vertu de l'article 6,

vertu de l'article 41.

vigueur à compter du 20 décembre Decret du Conseil privé nº 4095, en

des Océans. exploités par le ministère des Pêches et leur emploi sur certains navires désavantages qu'elles subissent quant à gramme spécial visant à diminuer les sous-groupe, dans le cadre d'un profemmes à des postes de ces groupe ou tion). Ce décret permet de nommer des navire - navigation maritime (formaet du sous-groupe des officiers de postes du groupe d'équipage de navires et pour une période de trois ans, 94 la distinction injuste fondée sur le sexe, du paragraphe 12(2) de la Loi, relatif à La Commission a exclu de l'application

#### Exclusions particulières

qu'il relève ou non de la Loi. nation de l'intéressé à un autre poste, automatiquement à la suite de la nominent. Un décret d'exclusion est abrogé qu'indiquée au décret d'exclusion pertique pour une durée limitée, telle mées à des postes de la Fonction publitions de la Loi afin qu'elles soient nompersonnes (voir relevé G) aux disposi-La Commission a de plus soustrait 13

#### d'activités politiques Congés autorisés aux fins

aura été candidat à une élection...» alors, n'aura pas à souffrir du fait qu'il l'employé, dans le poste qu'il occupe Fonction publique, l'efficacité de elle est d'avis que, par rapport à la Commission accordera le congé «... si Ayant sollicité l'avis du sous-chef, la demande de congé sans traitement. doit présenter à la Commission une fédérales, provinciales ou territoriales de se porter candidat à des élections de la Loi, tout sonctionnaire désireux En vertu des dispositions de l'article 32

> formés en vue d'une nomination. pour choisir les contrôleurs qui seront d'utiliser, à titre d'essai, l'ancienneté 1984 au 30 avril 1986, ce décret permet niveau inférieur. En vigueur du 17 mai

> vigueur à compter du 21 juin 1984 Décret du Conseil privé n° 2158, en

tionnel l'exigent. qn betsounel dans le système correcdu service ou l'efficience de la gestion d'établissements, lorsque les nécessités correction entre deux genres différents 1986, sacilite le transfert des agents de décret, qui prendra fin le 31 octobre qu'elles occupaient précédemment. Ce plus élevé ou moins élevé que le poste rité moyenne ou maximum à un niveau postes dans des établissements à sécusont nommées sans concours à des groupe des services correctionnels, qui groupe des agents de correction du bersonnes, employées dans le sousdroit d'en appeler de la nomination des personnes qui auraient normalement le de l'alinéa 21 b) de la Loi certaines La Commission a exclu de l'application

#### vigueur à compter du 28 juin 1984 Decret du Conseil privé n° 2288, en

ment des autochtones. Programme national de perfectionnepersectionnement dans le cadre du et le 31 mars 1988, à des postes de d'autochtones, entre le ler juillet 1984 Ce décret facilite la nomination auraient normalement un droit d'appel. Loi relatif aux appels les personnes qui et de l'application de l'article 21 de la 31 les personnes nommées à ces postes l'application des articles 20, 27, 28 et fectionnement des autochtones, de cadre du Programme national de per-12(1) et 12(2) les postes créés dans le des articles 10 et 11 et des paragraphes La Commission a exclu de l'application

#### la dotation dans la Fonction publique: peuvent s'écarter des politiques et lignes directrices de la Commission concernant Appliquer les politiques ministérielles et l'accord spécifiés ci-dessous, lesquels

- politique concernant la zone de concours

prévisions à court terme des vacances de poste et de leurs aspirants confirmés

mominations sans concours en application de l'article 50)(v) du Règlement sur - nominations à la suite d'une reclassification

• Appliquer aux avis de concours des périodes souples à l'intérieur des limites accord entre la Commission et le ministère concernant le recrutement externe l'emploi dans la Fonction publique

de priorité de la Commission afin d'identifier les bénéficiaires de priorité en · Avoir un accès direct au fichier informatisé du Système d'autorisation en matière normales spécifiées

Centre de psychologie du personnel de la Commission et de respecter les normes de sélection à condition d'obtenir la collaboration et l'approbation du • Utiliser d'autres méthodes de sélection et d'examen que celles prescrites dans les matière de dotation, lorsque ce sera techniquement saisable

conditions minimales de candidature prévues dans les normes de sélection

 Maintien du pouvoir de recruter des traducteurs Secrétariat d'Etat du Canada

10-60-7861

### Première délégation des pouvoirs de dotation

· Services de recrutement des inspecteurs de l'aviation civile à être fournis par le Bureau canadien de la sécurité aérienne

ministère des Transports

Bureau du Commissaire aux langues officielles 1984-12-21

61-10-4861 • Conseil national de commercialisation des produits de ferme 1984-12-31

# Délégation des pouvoirs

d'évaluation linguistique

Affaires extérieures Affaires des anciens combattants

Agence canadienne de développement

Affaires indiennes et du Nord canadien

Revenu national (Douanes et Accise) Pêches et Océans Office national de l'énergie Justice (employés de la Fonction publique) Gendarmerie royale du Canada Finances

Expansion industrielle régionale

Energie, Mines et Ressources Emploi et Immigration Défense nationale (civils) Consommation et Corporations

Conseil du Trésor (Secrétariat) Contrôleur général)

Conseil du Trésor (Bureau du

télécommunications canadiennes Conseil de la radiodiffusion et des

Conseil canadien des relations du

Commission canadienne des pensions

Commission canadienne des transports

Bureau du Commissaire aux langues

Bureau de services juridiques des

Bibliothèque nationale du Canada

Bureau des relations fédérales-

Archives publiques du Canada

Approvisionnements et Services

Approvisionnements et Services

(Approvisionnements)

Conseil de révision des pensions

Environnement

travail

officielles

beusious

provinciales

(Services)

Agriculture

international

Communications

anciens combattants Commission des allocations aux Commission de la Fonction publique

Bureau du Conseil privé

Transports Statistique Canada Service correctionnel du Canada Secrétariat d'Etat du Canada Sciences et Technologie Santé nationale et Bien-être social Revenu national (Impôt)

Travaux publics Travail

### Délégation selon le système-cadre de délégation



Affaires extérieures

de permutation service extérieur pendant la durée d'une affectation à l'étranger selon le systèmi catégories de l'exploitation, du soutien administratif, et de l'administration et d trois ans au-delà de la période initiale de 12 mois, d'employès appartenant au • Autoriser les nominations intérimaires, pour des périodes se prolongeant jusqu'i

1984-08-14

10-90-4861 Approvisionnements et Services (Approvisionnements)

• Recruter et nommer sans concours des commis à l'intérieur de limites spécifiées Approvisionnements et Services (Services)

d'interruption du service postal afin d'assurer la distribution rapide des chèques du gouvernement en cas.

10-90-4861

t0-50-t861 · Archives publiques du Canada

Bibliothèque nationale du Canada

70-20-4891 ·

10-90-7861

• Autoriser des nominations intérimaires, pour des périodes se prolongeant jusqu'à Communications

d'autoriser certaines nominations sans concours à la suite d'une reclassification Dispense de l'obligation générale d'obtenir l'approbation de la Commission avant des projets de durée spécifiée, expressément approuvés par le Conseil du Trésor quatre ans au-delà de la période initiale de 12 mois, d'employés embauchés pour

1984-12-31 Energie, Mines et Ressources

· Recruter, pour le Programme annuel des déclarations d'impôt, des commis et du Revenu Canada (Impôt)

01-10-4861 selection déterminées dans les centres fiscaux et modifier l'application des normes de

travail • Recruter des agents de médiation ou de conciliation et des agents des affaires du Travail

personnel de traitement des données qui seront nommés pour des périodes

11-10-4861

• Maintien des pouvoirs pour recruter les officiers de navire pour le service à bord Travaux publics

l'extérieur de la Fonction publique présentés par la Commission • Sélectionner et nommer des stagiaires en administration parmi les postulants de des usines flottantes

des services de présentation de l'organisme central administratif, et technique pour des lieux de travail spécifiés en cas d'insuffisance · Recruter du personnel appartenant aux catégories de l'exploitation, du soutien

> vigueur à compter du 29 mars 1984 Décret du Conseil privé n° 1074, en

> exécuter des projets de courte durée. rapidement des travailleurs pour décret permet au ministère de recruter gramme Environnement 2000. Ce PEnvironnement dans le cadre du pro-31 mars 1985, au ministère de de six mois, entre le ler avril 1984 et le pour une période déterminée de moins de la Loi toutes les personnes nommées La Commission a exclu de l'application

> respectivement mai, 31 août et 15 novembre 1984 et 3692, en vigueur à compter des 3 Décrets du Conseil privé nºs 1452, 3038

> paient précédemment. groupe et niveau que ceux qu'ils occuindéterminée à des postes de même d'employés nommés pour une période période déterminée de longue durée decret autorise la nomination pour une ces employés ont été nommés. Ce relatifs aux priorités les postes auxquels phes 29(3), 30(1) et (2) et 37(3) et (4) des listes d'admissibilité et des paragracle 18 qui prévoit les nominations selon de plus exclu de l'application de l'artians de service sans interruption. Elle a périodes déterminées et qui ont cinq q embloyes dela nommes pour des indéterminée période əun appeler de la nomination sans concours auraient normalement le droit d'en 21 b) de la Loi certaines personnes qui La Commission a exclu de l'alinéa

vigueur à compter du 17 mai 1984 Décret du Conseil privé nº 1680, en

de mutation des contrôleurs à un circulation aérienne, ou au Programme pour la formation de contrôleurs de la gramme de sélection selon l'ancienneté, employés qui participent au Prodroit d'en appeler de la nomination des sonnes qui auraient normalement le l'article 21 de la Loi, certaines perau ministère des Transports, et de de contrôleur de la circulation aérienne de l'article 10 de la Loi certains postes La Commission a exclu de l'application



siol grisim

avec II ministères

tion linguistique à 44 ministères

Délégation des pouvoirs d'évalua-

-919 al mod noitatob sh eriovnog

Trois organismes reçoivent des

Nouvelles ententes de délégation

#### Exclusions générales

L'article 39 de la Loi autorise la Commission à soustraire aux dispositions de mission à soustraire aux dispositions de la Loi toute personne, tout poste ou toute classe de personnes ou de postes si cela correspond aux meilleurs intéres de la Fonction publique et s'il n'est pas praticable d'appliquer la Loi ou l'une de ses dispositions. Toute décision en ce sens, comme son annulation, doit et cens, comme son annulation, doit conseil. Voici pour 1984 les exclusions décrétées en vertu de l'article susmentionne.

Décret du Conseil privé n° 519, en vigueur à compter du 16 février 1984

La Commission a exclu de l'application de là Loi 11 postes du Bureau du secrétaire du gouverneur général à nommer certains membres de son pernonnel sans appliquer la Loi.

Decret du Conseil prive n° 1073, en vigueur à compter du 29 mars 1984

La Commission a exclu de l'application du paragraphe 12(2) de la Loi, relatif à la distinction injuste fondée sur la race, les postes de perfectionnement créés dans le cadre du Programme de possibilités d'emploi dans la Fonction publique, afin de faciliter la nomination d'autochtones à de tels postes. Le décret restera en vigueur pour une période de trois ans.

Délégation des pouvoirs de actions

La mise à exécution du système-cadre de la délégation s'est pourauivie durant 1984. De nouvelles ententes de délégation ont été conclues avec 11 ministères (voir relevé D) dont sept jouissent de dispositions spécialement adaptées à dispositions epécialement adaptées à dispositions ont été délégués pour la predevé E). Avant de conclure ces entertelevé E). Avant de conclure ces entertes, la Commission de la Fonction publique a effectué une vérification et un examen d'ensemble de la gestion et un examen d'ensemble de la gestion et pouvoirs délégués de chaque ministère.

## Delegation des pouvoirs pour \*

tiques à la disposition des ministères. tra une équipe d'examinateurs linguisleté. Par ailleurs, la Commission metd'accorder l'exemption dans cette habicontinuera de corriger ce test et pour l'exemption, mais la Commission administrer le test d'expression écrite action orale. Ils peuvent également la compréhension de l'écrit et à l'interd'évaluations ultérieures par rapport à miner si un employé peut être exempté aussi délégués lorsqu'il s'agit de déterl'interaction orale. Les pouvoirs sont l'écrit, de l'expression écrite et de A, B et C de la compréhension de vant évaluer les habiletés aux niveaux relevé F). Ces derniers peuvent dorénad'èvaluation de la langue seconde (voir délèguer à 44 ministères des pouvoirs seconde, la Commission a entrepris de Système d'évaluation de la langue En 1984, après avoir mis en place le

La Commission a conclu un accord avec le Bureau du Vérificateur général pour autoriser les évaluateurs linguistiques accrédités du Bureau à se servir du Système d'évaluation aux mêmes conditions qui s'appliquent aux autres délégataires.

Le paragraphe 6(1) de la Loi sur l'emploi dans la Fonction publique autorise la délégation de ces pouvoirs aux sous-chefs, sous réserve des conditions fixées par la Commission de la Fonction publique.



#### Echanges Canada

La Commission administre pour le Conseil du Trésor le programme Échanges Canada. Ce programme permet de faire des échanges d'agents supérieurs, de gestionnaires et de professionnels entre, d'une part, la Fonction publique et, d'autre part, le secteur privé, les universités et les administrations provinciales, territoriales et munitons provinciales, territoriales et municipales. Il vise à instaurer ou à renforcion provinciales à instaurer ou à renforcion et un climat de confiance et de collaboration entre ces secteurs. En 1984, il y a eu 310 participants au programme.

Au cours de l'année, la Commission a entrepris de promouvoir davantage le est en trein d'établir, à l'intérieur et à l'extérieur de la Fonction publique, un vaste réseau de personnes contacts et d'accroître la sensibilisation au programme par le recours aux médias. Par silleurs, plusieurs mesures ont été prises pour améliorer la gestion du programme et la qualité des conseils prodigués aux participants tout au long de gués aux participants tout au long de leurs affectations.

cours à Victoria en mars 1985. retenus pourront suivre le premier évalués cette année. Les 24 candidats rale, provinciales et territoriales ont été 50 candidats des administrations fèdèrégion de la Capitale nationale. Plus de services que ceux dispensés dans la programme de l'Ouest offre les mêmes riales. De ses bureaux d'Edmonton, le administrations provinciales et territodevenir cadres, et répond à l'attente des personnes ayant le potentiel requis pour les gestionnaires intermédiaires et les l'Ouest du Canada. Ce dernier dessert expérimental, un programme dans fectionnement a mis sur pied, a titre En 1984, Cours et affectations de per-

De plus, le programme permet la participation à des programmes spéciaux de perfectionnement au Québec, au Royaume-Uni, en France et en Belgique. En 1984, deux employés ont été d'échanges Canada — Royaume-Uni à Londres et un autre pour étudier à l'École nationale d'administration à Paris. De plus, trois élèves de l'École ont fait de brefs stages au Canada.

#### Cours et affectations de perfectionnement

La Commission administre pour le Conseil du Trésor le programme Courseil du Trésor le programme Cousidéré et affectations de perfectionnement. Le comme un des moyens les plus efficaces dont disposent les ministères pour recenser et perfectionner les candidats ayant le potentiel requis pour accéder à ayant le potentiel requis pour accéder des postes de cadre de gestion. Le programme permet d'évaluer la capacité des candidats d'exercer des fonctions de cadre et offre à ceux qui sont sélectionnée un programme intégré de formacien, d'orientation et d'affectations planifiées.

D'ordinaire, des organisations qui ne relèvent pas du gouvernement fédéral sont également invitées à participer au programme et, depuis ses débuts en 1968, 78 employés de ce groupe d'organisations y ont pris part.

En 1984, 39 personnes se sont jointes au programme. Au cours de chacune des cinq dernières années, les femmes représentaient environ 36 % des participante environ 45 % des participantens nu poste de cadre de direction ou de gestion sont d'anciennes participantes.

#### Affectations internationales

des participants. buent à l'enrichissement professionnel et des techniques. Tous deux contrifacilitent le transfert des connaissances internationales, tandis que les échanges qui lui revient au sein des organisations permettent au Canada de jouer le rôle vernements étrangers. Les affectations tions publiques canadiennes et les gouges de personnel entre les administraextérieures) et d'intensifier les échancert avec le ministère des Affaires tionales (cette action est faite de condienne dans les organisations internad'accroître la représentation cana-Commission ont pour objectifs. Les programmes internationaux de la

Bruxelles. sation du traité de l'Atlantique Nord à directeur de l'information de l'Organidiale de la sante à Genève, et sous--nom noitseinsgrO'l ruoq enoitsiber Vienne, spécialiste de l'hygiène des internationale de l'énergie atomique à la Division des opérations de l'Agence le développement à Aden, directeur de du Programme des Nations unies pour wealth a Londres, representant resident adjoint du Secrétariat du Commonpostes tels que secrétaire général à 27 organisations internationales à des En 1984, 53 Canadiens ont été affectés

fédérale. travailler dans la Fonction publique personnes de l'étranger sont venues tions publiques et un nombre égal de été affectés dans d'autres administra-De plus, Il fonctionnaires fédéraux ont

> dans d'autres ministères. de niveaux équivalents à ces derniers) et cadres de gestion (ou fonctionnaires sion a redéployé 42 cadres de direction En moins de six semaines, la Commislieu à des activités de courtage en 1984. Développement économique a donné d'Etat au Développement social et au Le démembrement des départements

che de cadres. le recours à des entreprises de rechervent être employèes dont la publicité et de l'extérieur, diverses méthodes peu-Afin de trouver des candidats possibles l'extérient de la Fonction publique. recrutement de personnes qualifiées à tions laterales, des promotions ou le qes bostes de la catégorie par des muta-La Commission s'occupe de la dotation

déploiement interministériel. particulièrement dans les cas de dats ont accès à des recours officieux ont échoué à des concours. Ces candignements impartiaux aux candidats qui présentation de candidats et des renseiplanification de carrière, des services de comprennent une aide en matière de gorie et à ses aspirants. Ces services d'orientation aux membres de la caté-La Commission offre des services

> vue de planifier les activités à court renseignements avec les intéressés en Commission a examine au desoin ces pècs dans leur équipe de gestion. La q'antochtones et de personnes handicavisant à accroître le nombre de femmes, gnements sur les plans d'action positive très prometteurs ainsi que des renseiêtre supprimés, le nom des employés

baux de la catégorie. en vue de l'atteinte des objectifs glol'examen et à l'analyse des ressources Ces données ont aussi servi de base à

promotions et de perfectionnement. sont prises en considération aux fins de femmes qui ont les qualités requises Cette collecte permet d'assurer que les sionnelle des femmes et des ministères. de présentation et d'orientation profestions de perfectionnement, du Bureau autres, du programme Cours et affectarenseignements provensient, gestion et qui en ont les capacités. Ces qui désirent accèder à des postes de la Fonction publique et à l'extérieur -renseignements sur les femmes — dans de l'action positive a été la collecte de Une des mesures prises dans le cadre

### Catégorie de la gestion; une année de stabilisation

l'effectif de la catégorie s'élevait à 3,867. Cette augmentation s'explique, en partie, du fait de l'intégration de postes équivalents des autres catégories à la catégorie de la gestion.

En 1984, il y a eu 1,234 nominations de cadres, dont 664 cadres de direction et 570 de gestion. Cinquante-huit des personnes nommées ont été recrutées à l'extérieur de la Fonction publique; 324 personnes ont été nommées par des sous-chefs en vertu des pouvoirs qui leur ont été délégués. Soixante-six femmes ont été nommées cadres de femmes ont été nommées cadres de direction et 82, cadres de gestion.

En plus de veiller aux nominations en vertu de la Loi sur l'emploi dans la Fonction publique, la Commission administre un certain nombre de programmes (dont Cours et affectations de perfectionnement et Echanges Canada) par le Conseil du Trésor ou dont elle partage la responsabilité avec lui. La Commission consulte le Conseil du Trésor et les ministères pour éviter le double emploi dans ces activités.

#### Ressourcement de la catégorie

Le terme ressourcement désigne les activités suivantes: le déploiement interministériel des cadres, la dotation des postes de la catégorie et l'orientation de ses membres.

Le déploiement interministèriel est le déploiement planifié et judicieux des cadres de direction et de gestion qui ont réaliser leur potentiel exceptionnel ou qui éprouvent des difficultés dans leur pooste. Cette activité, aussi appelée courtage, consiste à assigner un nouveau poste à un cadre, qui, pour une raison ou une autre, doit quitter son poste actuel.

Au cours de l'année, les ministères ont dû fournir, une fois l'examen du rendement et l'évaluation des employés terminés, des plans de relève, des renseimnés, des plans de relève, des renseignements sur les postes qui pourraient

Plus de trois ans se sont écoulés depuis l'établissement de la catégorie de la gestion au sein de la Fonction publique. Les principes qui sous-tendent as mise sur pied se sont maintenant bien concrétisés dans la politique, les programmes et les pratiques actuels. De ce point de vue, 1984 a été une année de stabilisation.

derniers. aspirations professionnelles de ces tès du service tout en tenant compte des leur équipe de gestion selon les nécessibenneut sinsi déployer les membres de niveau de l'employé ne change pas. Ils dans la mesure où le groupe ou le les (ou réaffectations) dans la catégorie faire des nominations intraministérieldélègue aux sous-chefs le pouvoir de l'extérieur de la Fonction publique. Elle de la sélection et du recrutement à autre. Elle est également responsable des mutations d'un ministère à un des promotions (ou rétrogradations) et fonctionnaires à la catégorie, ainsi que que est chargée des nominations de La Commission de la Fonction publi-

Un comité consultatif sur le personnel supérieur conseille la Commission relativement au recrutement et aux plans de relève et de perfectionnement plans de rolève et de perfectionnement s'est réuni plusieurs fois en 1984, regroupe le secrétaire du Conseil du Trésor, le contrôleur général, le premier conseiller en gestion du personnel du Bureau du Conseil privé et les commet du Bureau du Conseil privé et les commet missaires.

La catégorie comprend deux groupes professionnels: le groupe de la direction (EX) — qui compte cinq niveaux — et le groupe de la gestion supérieure (SM). Font partie des deux groupes la plupart des postes des niveaux hiérarchiques les plus élevés de chaque ministère ou, autrement dit, les postes allant du rang de chef jusqu'à celui de sousministre adjoint. Les médecins et les avocats n'en font pas partie. En fin d'année, la catégorie comptait 4,281 membres: 2,285 cadres de direction et 2,023 cadres de gestion. En 1983,

Mesures prises pour accrolite la calégorie

Déploiement de cadres à la suite ub démembrement de deux sersisimm

53 Canadiens affectés à l'échelle internationale

Les Cours et affectations de perfectionnement offerts à titre d'essai dans l'ouest du pays

tion de 18.5 % sur les 6,355 de 1983. chés, ce qui représente une augmentatout, 7,530 étudiants ont été embaud'emplois d'été axés sur la carrière. En

res des ministères. entraient dans les prévisions budgétaidente. Les 810 autres emplois d'été diants, au lieu de 1,233 l'année précétion a fourni du travail à 1,210 ètucomblé 447 postes. Emploi et Immigra-12.0 % de plus qu'en 1983 où on a a permis de doter 508 postes, soit des étudiants comme agents de douane dente. Le Programme d'emplois d'été 35.3 % par rapport à l'année précé-1,530 postes, pour une hausse de financement de quelque 5,002 des Le programme Eté Canada a permis le

2,269 ou 30.1 % des francophones. 3,703 ou 49.2 % étaient des semmes et d'emplois d'été axés sur la carrière, nommès en 1984 grâce au Programme Des 7,530 étudiants du postsecondaire

tions en 1985. mentation du nombre de ces nominadiants. On s'attend à une forte augsonplesse et à accueillir plus d'étuministères à faire preuve de plus de pris des mesures pour encourager les de l'été 1984, le Conseil du Trésor a tères employeurs. Cependant, au cours d'austérité prises par les grands miniscausée en grande partie par les mesures 797 en 1984. Cette diminution a été forte baisse, passant de 967 en 1983 à l'enseignement coopératif a accusé une tration fédérale dans le cadre de daire nommès à un poste de l'Adminis-Le nombre d'étudiants du postsecon-

et 192 ou 24.1 % des francophones. ratif, 279 ou 35.0 % étaient des femmes dans le cadre de l'enseignement coopé-Sur les 797 étudiants engagés en 1984

### Stagiaires en administration

chès en tout. tériels. En 1983, 93 avaient été embausélectionnés par voie de concours minisétudes universitaires et 47 ont été ont été recrutés au terme de leurs tion ont été nommés. De ce nombre, 49 En 1984, 96 stagiaires en administra-

> ces économiques et en droit. appliquées, en informatique, en scientions de diplômes en sciences pures et augmentation importante des nomina-1983 à 322 en 1984. Il y a eu aussi une considérablement, passant de 195 en administratifs s'est toutefois accru Le nombre de nominations à des postes ter le recrutement de récents diplômés. d'attrition peu élevé continuent à limicontraintes budgétaires et le taux contre 522 l'année précédente. Les 1984: 756 diplômés ont été nommés, publique a augmenté de 44.8 % en sité nommés à des postes de la Fonction Le nombre total de diplômés d'univer-

> en 1983. phones, soit 29.2 %, au lieu de 29.7 % vingt et un candidats étaient francoen représentaient 42.1 %. Deux cent toutes les nominations; en 1983, elles étaient des femmes, soit 49.1 % de Des 756 personnes nommées, 371

> en contrôle de la circulation aérienne. de la défense, en sciences infirmières et actuariat, en météorologie, en sciences agriculture, en médecine vétérinaire, en diplômés en traduction, en droit, en professionnels. Ils ont nommé 114 des diplômés pour certains groupes tis de pouvoirs délégués pour recruter res des anciens combattants sont inves-Secrétariat d'Etat, Transports et Affai-Sante nationale et Bien-être social, Assurances, Justice, Défense nationale, Environnement, qes Departement Les ministères suivants: Agriculture,

> et 73 (38.4 %) étaient des femmes. chés, 67 (35.3 %) étaient francophones les domaines. Des 190 diplômés embauaugmentation a été marquée dans tous nations de l'année précédente. Cette 72.7 % en comparaison des 110 nomiqui représente un accroissement de cegep et de collège communautaire, ce periode indéterminée, 190 diplômés de Furent nommés, en 1984, pour une

> ministères dans le cadre du Programme postsecondaire et de les présenter aux recruter lui-même des étudiants du Canada s'est vu déléguer le pouvoir de En 1984, Emploi et Immigration

> > personnel. décisions en matière de gestion du prendre rapidement et efficacement des seil du Trésor qui leur permettra de politiques de la Commission et du Con-

#### Administration des tests

raccourcir les délais de dotation. la tenue d'un concours, de façon à dorénavant administrer les tests avant naissances. Les ministères peuvent ration et utilisation des tests de conagents du personnel et intitulé Elabodestiné aux gestionnaires axiaux et aux paré le premier d'une série de guides environ 50,000 fois. Elle a aussi prédotation. Elle a fait passer des tests un outil important dans le processus de préconisé l'utilisation de tests comme Au cours de 1984, la Commission a

gestion des candidats. ble des aptitudes et des compétences en d'arriver à une évaluation juste et fiaet les appréciations de rendement, afin ontils, comme les entrevues de sélection exercices de gestion avec d'autres de concours, on combine les tests et ments d'évaluation. Dans bon nombre en ayant recours à de nombreux instrutier et choisir les employes prometteurs moyens plus perfectionnés pour identigestion critiques. On a adopté des choisir des candidats pour des postes de instruments d'évaluation permettant de l'élaboration et l'emploi des divers ment d'orientation en ce qui concerne La Commission a effectué un change-

#### Recrutement postsecondaire

des agents de ce service. concours tenu en 1982 pour recruter liste d'admissibilité établie à la suite du rieur ont été effectuées à partir de la de perfectionnement du service exté-En 1984, 14 nominations à des postes

concours restreints. n'ont pas le droit de s'inscrire à des application d'un tel décret d'exclusion décrets. Les personnes engagées en et des Travaux publics jouissent de tels

pouvoirs. la délégation subséquente de ces accepter les pouvoirs de dotation et par tionnaires en vue de les préparer à marquée par la formation de 375 gestroisième année. L'année 1984 a été adapte à ses besoins vient d'achever sa gramme de dotation spécialement ministère des Travaux publics un pro-Le projet pilote visant à établir pour le

eux aussi une révision semblable. ailleurs, d'autres ministères planifient fondi des méthodes de dotation. Par tere des Transports un examen approment à Statistique Canada et au minisde dotation. Elle entreprend actuellecement et de la prestation des services ment externe, des stratégies de ressourafin d'améliorer la gestion du recrutematière de dotation à 13 ministères tourni des services de consultation en gestion des ressources humaines. Elle a des systèmes efficaces et efficients de aidé les ministères à mettre au point Pendant toute l'année, la Commission a

fin de 1984 et les résultats sortiront en initiale des données ont eu lieu vers la cette étude. La collecte et l'analyse l'appui méthodologique nécessaires à tique Canada a fourni les services et dans toute la Fonction publique. Statiscience et de l'efficacité de la dotation prendre une grande étude de l'effi-(Impôt) et des Transports pour entredu Nord canadien, du Revenu national Ressources, des Affaires indiennes et tion, de l'Energie, des Mines et des culture, de l'Emploi et de l'Immigracollaboration des ministères de l'Agri-En 1984, la Commission s'est assuré la

rence sur le système de dotation et les res possèderont un ouvrage de retè-Quand le tout sera fini, les gestionnaidu personnel s'est poursuivie en 1984. uoitseg ab leuand dans le Manuel de gestion L'incorporation du Manuel de dotation

> de ces chances. y avait présomption d'amoindrissement ravant dressé la liste des situations où il chaque cas. La Commission avait aupadûment prise en considération dans chances d'avancement d'un employe est présomption d'amoindrissement des concours. Ce changement assure que la avis dans le cas des nominations sans res selon lesquels on doit obtenir son rale, la Commission a changé les critèarrêt rendu par la Cour d'appel fédé-Au cours de l'année, par suite d'un

> placés sous le régime de la Loi. l'Office du transport du grain ont été le Bureau de l'administrateur de Tribunal canadien des importations et canadien de la sécurité aérienne, le Dans le courant de l'année, le Bureau

publique. 1986, d'être mutés à la Fonction de deux ans se terminant le 20 juin la Loi ont le droit, pendant une période nommés ou employés en application de de ces employés qui ont été auparavant la Fonction publique. Par ailleurs, ceux comme des personnes employées dans de considérer les employés du Service participation aux concours seulement, Tot qui permet, pour ce qui est de la modification du paragraphe 2(2) de la sécurité en juin 1984 a entraîné la vice canadien du renseignement de L'annonce de la mise sur pied du Ser-

caduques en octobre 1984. société d'Etat en 1981, sont devenues moment où le ministère devint une accordé aux employés des Postes au bles, concernant le droit de mutation Des dispositions transitoires sembla-

des Ressources, de la Défense nationale ministères de l'Energie, des Mines et gramme Environnement 2000. Les de six mois dans le cadre du pronominations pour des périodes de moins soustrayant à l'application de la Loi les Sapprobation d'un décret d'exclusion pour le ministère de l'Environnement professionnels, la Commission a obtenu courte durée dans certains groupes sounes bont des périodes d'emploi de Afin de simplifier l'embauche de per-

### suonpunumon

46,595 en 1984. de 2.1 %, allant de 47,579 en 1983 à période déterminée chutant aussi mais de 39,006 à 37,387; celles pour une terminée ont baissé de 4.2 %, passant les nominations pour une période indéen 1983 à 11,028 en 1984. De leur côté, ont augmenté de 9.6 %, soit de 10,066 de l'extérieur de la Fonction publique 3.0 %. Les nominations des personnes 84,002 en 1984, une diminution de nations est passé de 86,588 en 1983 à gorie de la gestion. Le total des nomisans compter celles relatives à la catécondaire et au service extérieur mais celles relatives au recrutement postse-171,559 demandes d'emploi, y compris Pendant l'année, la Commission a reçu

d'emploi est sur le point d'expirer. qu'ils occupent déjà et dont la période nomination d'employés aux postes c'est-à-dire des renouvellements de res de priorité, soit des reconductions, sont soit des nominations de bénéficiaipart des nominations sans concours bres de la Fonction publique. La plunominations de personnes déjà mem-51.5 % respectivement de toutes les 37,551 en 1984, c'est-à-dire 44.8 % et cours est passé de 34,264 en 1983 à Le nombre des nominations sans con-

#### moistications de la dotation

normal. volonté, interjeter appel dans le délai de circonstances indépendantes de sa tence ou incapacité ne peut, en raison ou de rétrogradation pour incompévisé par une recommandation de renvoi d'appel exceptionnel lorsque l'employé Commission de déterminer un délai Règlement permet dorénavant à la La modification de l'article 44 du ministères et les agents négociateurs. laboration avec les représentants des s'est poursuivie en 1984 en étroite colson interprétation et son application, simplifier, de le clarifier et de faciliter dans la Fonction publique, en vue de le La révision du Règlement sur l'emploi

#### au Manitoba et en Saskatchewan:

- possibilités d'emploi dans la Fonc-· mise sur pied du Programme de
- magnétoscopiques pour les autochpréparation de deux présentations tion publique,
- tralisation aux centres locaux; positive et de dotation et leur décenintégration des activités d'action tones sur les choix de carrières,

#### Nord-Ouest: ub estivities dans les Territoires du

installé dans les collectivités autochnes, un organisme de présentation Canada et Extension pour autochtoconcert avec Emploi et Immigration recrutement et de présentation, de • instauration d'un service spécial de

«Service Calgary» dont le mandat

- programme régional d'affectations du gaz, l'industrie canadienne du pétrole et des spécialistes prometteurs de est d'attirer à la Fonction publique
- gorie de la gestion); (de un à trois niveaux sous la caténaires des niveaux intermédiaires interministérielles pour les fonction-

#### dans le Pacifique et au Yukon:

- de candidats en vue d'améliorer les mise à jour du Répertoire national
- employés déclarés excédentaires projet pilote consistant à jumeler les opérations dans la région,
- recours au Programme d'accès pour point de prendre leur retraite, svec les postes d'employés sur le
- tivités autochtones, salons des carrières dans les collecles personnes handicapées,
- ministeres. féminin des bureaux régionaux des nelle à l'intention du personnel seances d'orientation profession-

#### dans la Capitale nationale:

- par rapport à 1983, ments de bénéficiaires de priorité augmentation de 41 % des place-
- pénurie de travailleurs, appartenant aux domaines où il y a ment plus facile des candidats d'une demande d'emploi et recenseréduction du temps de traitement
- économique et au Développement ments d'Etat au Développement tion et de l'élimination des départepriorité par suite du gel de la dotaplacement des bénéficiaires de et plus personnalisés aux ministères; services de présentation plus souples
- dans le cadre de l'enseignement ments d'étudiants du postsecondaire accroissement du nombre de placesur l'unité canadienne,

social et du Centre d'information

y a insuffisance de postulants qualipour les groupes professionnels où il activités spéciales de recrutement cooperatit,

#### quatre salons des carrières à l'intenen Ontario:

- organisation d'un service d'orientation des étudiants autochtones,
- de priorité, tion à l'intention des bénéficiaires
- aux femmes, établissement d'un service d'aide
- des ministères, l'intention des agents de dotation ments de la Cour d'appel fédérale à séances de formation sur les juge-
- teurs concernant l'emploi; répondre aux questions des élecdéputés fédéraux afin de les aider à personnel administratif des séances d'information à l'intention

#### Activitės rėgionales

les réalisations de 1984; aux besoins locaux. Voici les principaactivités en réponse aux situations et la Commission a entrepris d'autres De plus, dans chaque bureau régional, placement des bénéficiaires de priorité. cependant été accordée en 1984 au Une importance tout à fait spéciale a sentent le gros du travail qui s'y fait. soutien fournies aux ministères reprétation, de surveillance ainsi que de les activités de recrutement, de présen-Comme nous l'avons souligné plus tôt, mission a lieu dans les autres régions. importante des opérations de la Comrégion. Par conséquent, une part très naires travaillent en dehors de cette nationale et presque 68 % des fonctionen dehors de la région de la Capitale de la Fonction publique ont été faites Environ 67 % de toutes les nominations

#### dans l'Atlantique:

- campagnes de publicité visant spèétudiants autochtones, salons des carrières à l'intention des
- séances de formation sur l'action 'sənuəs cialement les groupes sous-repré-
- d'emploi des Noirs; Programme administration np positive à l'intention des ministères,

#### au Québec:

- agents de dotation, rencontres trimestrielles avec les
- lité d'accès pour les temmes, nistériel des responsables de l'égadeux rencontres du comité intermi-
- tions regroupant les anglophones du rencontre des principales associales handicapés, exposition d'aides techniques pour
- :oijqnd uotinaterion du d'information à sessions SIOIJ ap organisation Quebec,

#### Nominations et Programme des services aux personnes handicapées

Nombre de nominations de handicapés à la Fonction publique, selon le niveau,

la modalité d'emploi et le lieu de travail, 1984

latol	324	LÞ	175	577	142	ILE
ersonnel de soutien	720	67	627	181	86	647
Agents	₽L	81	76	87	ÞÞ	76
Viveau	Période déterminée	Période sònimasisbni	latoT	Région de la Capitale nationale	Autres lieux de travail	RIOT
		Modalité d'emploi			Lieu de travail	

Comprend les nominations pour moins de six mois.

### Nominations et Programme d'accès pour les personnes handicapées

faites à la suite du stage, selon le niveau, la modalité d'emploi et le lieu de travail, 1984 Nombre de nominations de handicapés à des postes de stagiaire et de nominations

əboirəd -rətəb əànim	Autres lieux de lisvart	Région de la Capitale la Cipinale	latoT	Autres lieux de lisvart	Région de la Capitale nationale	ивэчі

86	31	L9	7L	97	LÞI	401	01/2	lato
89	61	67	65	6	4 <b>SOI</b>	78	23	ersonnel e soutien
30	12	18	Ι3	LI	*Z†	72	LI	sin5g^
RIOT	əboirə9 -rəfəbni əənim	Période déter- minée	sərtuk licux de lisvart	Région de la Capitale nationale	IstoT	Autres lieux de travail	Région de la Capitale nationale	ursyiV

Nominations après le stage

démissionné. de stage, une a vu son stage prendre sin par manque de ressources au ministère et une avait nommées dans un poste en fin d'année (voir nominations après le stage), 10 étaient toujours en période <sup>a</sup> Des 42 personnes nommées pendant l'année à des postes de stagiaire au niveau d'agent, 30 avaient été

Nominations à des postes de stagiaire

n'ont pas réussi leur formation, et 10 avaient démissionné. période de stage, 21 ont vu leur stage prendre fin par manque de ressources au ministère ou parce qu'ils été nommées dans un poste en fin d'année (voir nominations après le stage), six étaient toujours en b Des 105 personnes nommées pendant l'année à des postes de stagiaire au niveau du soutien, 68 avaient



ques disponibles. applications des divers outils et techninées ainsi que sur l'utilisation et les à la présentation et à l'analyse de donration avec les ministères relativement considérable a été accompli en collabopositive dans les ministères. Un travail l'intention des responsables de l'action cessus analytique ont été organisées à formation et d'information sur le proquantitatifs. De nombreuses séances de

financière. langue seconde et l'administration tif à l'informatique en passant par la divers domaines, du travail administraluer les compétences et capacités dans nement, ces examens permettent d'èvacipants des programmes de perfectionla dotation et de la sélection des partitroubles de vision. Utilisés aux fins de sonores pour les candidats ayant des braille, en gros caractères et sur bandes nombre et le type d'examens offerts en En 1984, la Commission a accru le

dans toutes les régions du pays. lui facilite l'analyse de ce qui se passe tenir au courant de cas particuliers et Ceci permet à la Commission de se à plusieurs groupes sous-représentés. dats sont invitées à s'identifier à un ou vent au Répertoire national de candiconséquent, les personnes qui s'inscrition des groupes sous-représentés. Par ministères pour accroître la participasuccès des initiatives prises par les: Commission ont beaucoup contribué au tation et de surveillance exercées par la Les activités de recrutement, de présen-

## Les Noirs

son Centre culturel des Noirs. par la Société culturelle des Noirs et les carrières pour les jeunes organisés participe également à des atéliers sur membres de la collectivité noire. Elle renseignements sur les carrières aux avec les ministères et dissémine des velle-Ecosse. Elle travaille de concert la Fonction publique fédérale en Noumembres de ce groupe à des postes de efforts en 1984 afin de recruter des d'emploi des Noirs, a poursuivi ses La Commission, par son Programme

auparavant dans les postes administraforte concentration se situant comme velle-Ecosse étaient des Noirs, la plus lants inscrits au répertoire de la Nou-En décembre 1984, 6.8 % des postu-

parativement à 210 en 1983. administratif et de l'exploitation, comdes postes des catégories du soutien 200 Noirs ont été nommés en 1984 à gration Canada indiquent qu'environ outre, les données d'Emploi et Immi-12 et six respectivement en 1983. En requises et neuf ont été nommés, contre nombre, 28 ont rempli les conditions 44 Noirs présentés en 1983. Sur ce nombre se compare favorablement aux velle-Ecosse au cours de l'année. Ce toutes les présentations faites en Noud'agent en 1984 constituent 4.4 % de Les 87 Noirs présentés à des postes

## Soutien de l'action positive

les ministères à établir leurs objectifs modèle informatisé de prèvisions a aidè aux niveaux national et régional. Un que. Ces estimations ont été établies qu'à l'extérieur de la Fonction publicanadien du travail tant à l'intérieur la plupart des professions sur le marchè ple de membres des groupes cibles dans domaine, elle a évalué le nombre possimieux fixer des objectifs dans ce d'action positive. Afin qu'ils puissent planification de leur programme ministères à poursuivre l'analyse et la En 1984, la Commission a aidé les

### Les personnes handicapées

de 424 en 1983 (voir relevé B). occupé de 371 nominations en 1984 et entrer sur le marché du travail. Il s'est nomme des handicapés qui sont prêts à déjà quatre ans. Il recrute, présente et personnes handicapées existe depuis que. Le Programme des services aux ques et mentaux à la Fonction publila participation des handicapés physigrammes principaux afin d'augmenter La Commission administre deux pro-

période de stage (voir relevé C). optenu un poste à la suite de leur chées à titre de stagiaires et 98 ont 1984, 147 personnes ont été embauqui prennent part au Programme. En salariales nécessaires aux ministères années-personnes et les ressources En outre, la Commission assure les égards, n'ont pas l'expérience requise. ques qui, s'ils sont qualifiés à d'autres cours d'emploi aux handicapés physia pour but d'offrir une formation en nes handicapées, lancé en octobre 1983, Le Programme d'accès pour les person-

cours de l'année. certaines villes à travers le pays au ques liées au travail a eu lieu dans de stage. Une exposition d'aides technioffrir un emploi à la fin de leur période ques pour les stagiaires qui se voient relativement à l'achat d'aides technistagiaires et conseille les ministères d'aides techniques que l'on prête aux la Commission administre une banque Dans le cadre du Programme d'accès,

nommer 105 personnes. l'année, le programme avait permis de mandés par un médecin. A la fin de règle générale, ces derniers sont recoml'emploi dans la Fonction publique. En dats compétents à se trouver de enftation personnels et aide les candiprogramme offre des services de conrègion de la Capitale nationale. Ce désireux d'obtenir un emploi dans la tion pour les handicapés psychiatriques spècial de recrutement et de prèsentaofficiellement un nouveau programme Par ailleurs, la Commission a lancé

À la fin de l'année 1984, 1,141 demandes de participation avaient été examinées et 42 participants poursuivaient des stages de formation et de perfectionnement dans 17 ministères œuvrant dans neuf centres au Canada.

vigueur jusqu'au 31 mars 1988. primaires. Ce programme sera en ratoire et d'inspecteurs de produits d'illustrateurs, de techniciens de labode l'électronique, de dessinateurs, gie, d'opérateurs radio, de techniciens emplois de techniciens de la météorolonon de la Fonction publique, à des du Manitoba, qu'ils fassent partie ou et non inscrits, des Métis ou des Inuit recruter et à former des Indiens inscrits publique. Ce programme pilote vise à possibilités d'emploi dans la Fonction lancé conjointement le Programme des industrielle régionale au Manitoba ont mission et le ministère de l'Expansion ment du Nord du Manitoba, la Com-Canada — Manitoba sur le développe-En 1984, dans le cadre de l'entente iolqms'b ssiilidissod sb sulq nuoq

Le programme, qui dispose d'une allocation de 100 années-personnes, placeria les recrues autochtones dans les ministères participants et financera, au ministère participants et financera, au jusqu'à deux ans, leur formation théorique et pratique. Les stagiaires sont que et pratique. Les stagiaires sont employés pour une période déterminée par le ministère de l'Expansion industrielle régionale. Si la formation est un succès, ils sont employés pour une période indéterminée par le ministère où ils sont fait leur stage.

Fonction publique. Des salons de l'emploi ont été tenus à cette fin dans la plupart des régions du pays. La Commission conseille également les canditement, l'aptitude au travail et le perfectionnement professionnel.

Carrières dans le Nord par le Programme des carrières du Grand Nord, la Commission recrute des autochtones du Nord pouvant profiter de la formation en cours d'emploi offerte par les ministères œuvrant dans cette partie du pays.

En août 1984, un bureau a ouvert ses portes à Frobisher Bay pour améliorer la qualité des services offerts aux autochtones de l'Arctique de l'Est. Depuis 1974, année où le Programme a cité offert à Whitehorse et à Yellowknife, il a attiré près de 400 participants autochtones.

recevoir jusqu'à 91 participants à la cier. Le Programme peut maintenant au cours du prochain exercice finanressources seront pleinement utilisées dit rapidement et l'on prévoit que les rement à la Commission, l'intérêt granle partage des coûts imputés antérieuaient éprouvé des difficultés à accepter Bien qu'au départ certains ministères nes et le traitement des participants. parts égales, le coût des années-personcours d'emploi assument dorénavant, à offrent des possibilités de formation en Commission et les ministères qui été récemment changées de sorte que la tait 41 participants. Ses structures ont A la fin de 1984, le Programme comp-

Perfectionnement des autochtones Le Programme national de perfec

Le Programme national de perfectionnement des autochtones, inauguré officiellement par la Commission en 1983, place, pour deux ans, des Indiens inscrits ou non inscrits, des Métis et des inscrits ou non inscrits, des Métis et des de parfaire leur compétence dans le de parfaire leur compétence dans le domaine. Le but est de les voir plus nombreux occuper des postes de cadre et de conseil dans la Fonction publique.

Les services de présentation consistent à présenter des candidates à des postes vacants classés à un ou deux niveaux inférieurs à la catégorie de la gestion, et à inciter les ministères à affecter de façon temporaire des femmes à des tâches de gestion. De plus, le Bureau travaille étroitement avec la Direction générale de la catégorie de la gestion qui sont prêtes à devenir cadres soient prises en considération pour des postes de cadres de gestion.

Au cours de la première année d'existence du Bureau, la Commission a conseillé 1,160 femmes d'un bout à l'autre du pays. Elle a présenté 80 femmes à la catégorie de la gestion, a présenté 396 femmes prêtes à occuper des postes de perfectionnement aux ministères et a négocié 25 affectations pour permettre à des femmes d'enrichir leur expérience de la gestion.

Commission. l'Expansion industrielle régionale et la conjointement par le ministère de dans la Fonction publique, est dirigé le Programme des possibilités d'emploi autochtones. De plus, un autre service, national de perfectionnement des res du Grand Nord et le Programme autochtones, le Programme des carriètes: le Bureau du recrutement des nes. Le Programme a trois composansux emplois publics pour les autochto-Commission favorise l'égalité d'accès la participation des autochtones, la Par l'entremise de son Programme de Les autochtones

Recrutement d'autochtones Le Bureau du recrutement des autochtones a pour principale fonction de conseiller les ministères et de seconder leurs efforts pour favoriser le recrutement des autochtones à tous les attachée principalement à élaborer et à distribuer des pochettes de documentation en vue de sensibiliser davantage les gestionnaires à la situation des autochtones et à leur recrutement dans la

res eux-mêmes. nées par la Commission et les ministèprévues ailleurs au pays et seront donla Capitale nationale. Des séances sont assisté à ces séances dans la région de nistratif. Plus de 900 employées ont celles de la catégorie du soutien adminiveaux hierarchiques, en particulier l'intention des femmes de divers déjeuner, des séances d'information à ment professionnel et tenu, à l'heure du série de séminaires sur le perfectionne, En 1984, elle a élaboré et donné une

grand public. centre de documentation est ouvert au liales dans la Fonction publique. Un chure Congès pour obligations samirépertoires de titres choisis et la brobulletin de nouvelles trimestriel, des éventail de publications, notamment un leur choix de vie de même que tout un distribuer ses brochures Les femmes et écoles secondaires et a continué de aux Jemmes destinée aux élèves des Carrières non traditionnelles offertes production d'une série de films intitulés, En 1984, la Commission a parrainé la

professionnelle Les présentations et l'orientation

tion publique. intéressées par une carrière à la Foncrieur dans le secteur privé et qui sont qui occupent des postes de cadre supénelle est également offert aux femmes Son service d'orientation professionteste le potentiel requis pour y accèder. à cette catégorie, mais qui ont maniqui se classent à trois niveaux inférieurs catégorie de la gestion ainsi qu'à celles un ou de deux niveaux inférieurs à la tionnaires qui occupent des postes de vice de consultation aux femmes foncmes. Elle assure par ce moyen un serd'orientation professionnelle des femétabli le Bureau de présentation et A la fin de 1983, la Commission a

## L'action positive

cours de formation. couseils spécialisés, de même que des des outils techniques, de l'aide et des et de présentation, et en leur offrant organisant des activités de recrutement administrant des mesures spéciales, en dans le domaine de l'action positive en les ministères à atteindre leurs objectifs 1984, la Commission a continué à aider intégrante du principe du mérite. En pour tous les Canadiens fait partie L'égalité d'accès aux emplois publics

membres des groupes cibles. des gestionnaires ministériels que des répondent davantage aux besoins tant que, dans la mesure du possible, ils services en la matière afin de s'assurer miné son rôle, ses responsabilités et ses autochtones, la Commission a réexames, des personnes handicapées et des d'action positive à l'intention des fem-Depuis le lancement du programme

#### Les femmes

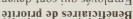
la Fonction publique. maximiser leurs chances d'emploi dans temmes à planifier leur carrière et à sionnelle. Elle entend ainsi aider les présentation et d'orientation profescipales ses services de recrutement, de mission a intégré à ses opérations prinprogrammes pour la temme, la Com-Avec la mise sur pied du Centre des

temmes. influent sur les chances d'emploi des administratives et les systèmes qui analyse les activités, les méthodes ministères et a examiné, contrôlé et entretenu des rapports suivis avec les d'information et à la formation, a mission a eu recours à des campagnes Pour atteindre ces objectifs, la Com-

> 19.7 % en 1983. 19.9 % de ses effectifs par rapport a forment maintenant rancophones trait à la catégorie de la gestion, les et de la gestion (+ 0.2 %). En ce qui a tion et du service extérieur (+ 0.5 %), technique (+ 0.5 %), de l'administrament en ce qui concerne les catégories s'est légèrement affermie, particulièretation francophone au sein des agents 27.7 %, au lieu de 27.4 %. La représenparticipation s'élève maintenant à rapport à 1983; le taux global de leur phone a connu une légère hausse par chuter. De fait, la présence francola Fonction publique a continué de d'employés francophones qui ont quitté On note en outre que le nombre

de l'augmentation du nombre de prennent leur retraite a annulé l'effet pre élevé d'employés anglophones qui d'autres ministères concernés. Le nomd'Emploi et Immigration Canada et gré les efforts de la Commission, pas redressée au cours de l'année malphones au Québec, la situation ne s'est que. Quant à la participation des angloges de l'embauche à la Fonction publimoindre, en Ontario malgré les bloca-Nouveau-Brunswick et, à un degré déjà commencé à se faire sentir au publique en 1983. Les résultats ont riat du Conseil du Trésor, étude rendue jointe de la Commission et du Secrétafait l'objet, en 1982, d'une étude con-Ontario et au Nouveau-Brunswick ont francophones dans le nord et l'est de res broblèmes de participation des

les anglophones du Québec. et qui ne se fait toujours pas sentir chez phones du nord et de l'est de l'Ontario ment à peine amorcé pour les francode l'emploi augure mal d'un redresselinguistiques. Le présent ralentissement tion équilibrée des deux communautés cupée par la question de la participa-La Commission continue d'être préoc-



Employés qui sont devenus bénéficiaires de priorité, selon la raison, 1984

	_
	1
п	u
М	,

880,£	<b>*0</b> *	7,684	olaslo.
432	91	917	Réinstallation du conjoint
101	ς	96	<sup>⁴</sup> notégration <sup>▶</sup>
71	I	70	Formation linguistique non réussie
313	74	687	— décentralisation
901	08	97	moistaisevirq —
1,041	86	643	Employés excédentaires* — réorganisation
19	72	98	— décentralisation
09	35	72	— privatisation
399£	LL	587	Mises en disponibilité — réorganisation
78	13	69	Personnel de ministre
\$0\$	30	SLÞ	Congés: retour/remplacement
IstoT	Non exercé	èотэхД	Raison
	Droit à un statut prioritaire		

disponibilité. disponibilité pendant l'année et sont inclus parmi les bénéficiaires à titre de personnes mises en En 1984, 277 employés devenus bénéficiaires à titre d'employés excédentaires ont été mis en

d'être considérés pour des postes à leurs anciens groupe et niveau. mutations régressives et auxquels on accorde une priorité administrative d'un an pour leur permettre Dont placés sous cette rubrique les employés excédentaires ou mis en disponibilité qui ont accepté des

devenus bénéficiaires de priorité au cours de l'année 1984. Les totaux de ce tableau ne tiennent pas compte des membres de la catégorie de la gestion qui sont

## sənbişsingui] Participation des deux groupes

régions bilingues. surtout carrière au Québec et dans les les anglophones. Les francophones tont des postes bilingues contre 10.0 % chez et 46.5 % d'entre eux étaient nommés à taient 30.3 % de toutes les nominations publique; les francophones représennations à et au sein de la Fonction francophones ont fait l'objet de nomi-En 1984, 58,081 anglophones et 25,294

surtout sentir. que l'entrée de francophones s'est fait Québec puis au Nouveau-Brunswick Proportionnellement, toutefois, c'est au plus grand nombre de francophones. Capitale nationale qu'on a embauché le C'est au Quédec et dans la région de la

gues en vertu du Décret d'exclusion sur traits de l'obligation de devenir bilingues out touché des unilingues souspériode indéterminée aux postes bilinseulement 491 nominations pour une paraison de 13.4 % en 1983. Enfin, su moment de leur nomination en comdevaient aller en formation linguistique que 12.1 % des personnes nommées qui rapport à 81.8 % en 1983. Il n'y avait moment même de leur nomination, par ces linguistiques de leur poste au d'entre elles satisfaisaient aux exigenbilingues s'est encore accrue: 83.4 % une période indéterminée à des postes guistique des personnes nommées pour Au cours de 1984, la compétence lin-

bilingues. nouvelles recrues sont de plus en plus fonctionnaires, ainsi qu'au fait que les ans envers la formation linguistique des partie aux efforts consentis depuis 10 Ce redressement est sans doute dû en

les langues officielles.

## Dotation des postes bilingues

bilingues. qui a trait à la dotation des postes l'application intégrale de la Loi en ce constater ce mouvement progressif vers 35.7 %. La Commission est heureuse de gues; en 1983, la proportion était de période indéterminée à des postes bilin-42.7 % des nominations pour une impérative représentaient dotation 1984, les nominations résultant d'une tion dans certaines circonstances. En peuvent y satisfaire après leur nominadotation non impérative, les candidats nomination, tandis que dans le cas de la exigences du poste au moment de leur les candidats doivent satisfaire aux Dans le cas de la dotation impérative, modalité «non impérative» à 6,298. impérative» se chiffrent à 4,699 et de une période indéterminée de «modalité 17,602 en 1984. Les nominations pour sont passées de 17,912 en 1983 à Les nominations à des postes bilingues

réévaluation. rèduction notable de ses activités d justifient, la Commission prévoit un leurs résultats à cette évaluation li de la nécessité de subir d'autres tests s des candidats pourraient être exempté niveau requis par leur poste. Puisqu des trois habiletés, quel que soit l leur compétence linguistique à l'égar sont évalués au niveau maximum d nouveau système est que les candidat Une caractéristique importante d

leur entière collaboration. du Conseil du Trésor qui lui ont donné les agents négociateurs et le Secrétaria Commission a consulte les ministères, du nouveau système d'évaluation, le Pendant toute la période d'élaboration

niveaux de compétences linguistiques. scopiques qui illustrent les différents cuter ainsi que des cassettes magnétoque les candidats peuvent avoir à exétion comportant des exemples de tâches paré des normes linguistiques de sélec-Pour les aider, la Commission a préla plupart d'entre eux l'ont acceptée. res ont reçu une offre de délégation et processus de dotation. Tous les ministèmanière à accélérer cette phase du de noter eux-mêmes les tests de mettre aux ministères d'administrer et techniques ont été choisies pour perlangue seconde. Les méthodes et les pouvoirs en matière d'évaluation de la manière à délèguer aux ministères des Le système a aussi été conçu de

langues officielles. servir les Canadiens dans les deux capacité de la Fonction publique de deuxième langue officielle et aussi la naires de communiquer dans leur mienx évaluer la capacité des fonctionque le nouveau système permettra de positive et la Commission est confiante La réaction aux nouveaux tests a été

> le mois de juillet. la Capitale nationale ont eu lieu après des placements faits dans la région de 1983, c'est-à-dire 21 % de plus; 68 % bénéficiaires par rapport à 1,839 en Toutefois, la Commission a placé 2,223 limité le nombre de postes à doter. du Trèsor le 24 septembre 1984, a discrétionnaires, annoncé par le Conseil Le gel de la dotation et des dépenses

## Normes et tests linguistiques

.aupilduq bont l'ensemble de la Fonction tème d'évaluation de la langue seconde ministères et adopté un nouveau syscompétences linguistiques dans les tormation pour les évaluateurs des tiques révisés, mené des séances de appliqué ses normes et ses tests linguis-Commission a mis au point, valide et de langues officielles cette année, la Au nombre de ses activités en matière

B (intermédiaire) ou C (supérieur). niveaux de compétence: A (minimum), Chacune des habiletés comporte trois orale (compréhension et expression). l'ècrit, expression écrite et interaction papifetés suivantes: compréhension de servent maintenant à évaluer les trois tions de travail. Trois tests distincts seconde langue officielle dans des situacapacité d'un candidat d'utiliser sa Les nouveaux tests visent à mesurer la

nes de travail. rôle simulant des situations quotidienutilise aussi la technique des jeux de donner et à défendre une opinion. Il a formuler des hypothèses, ainsi qu'à interlocuteur, à relater des événements, poser des questions, à répondre à un laquelle il doit amener le candidat à sée sur des sujets liés au travail, dans dat au cours d'une rencontre personalila formation nécessaire évalue le candiaction orale, un évaluateur ayant reçu test à voies multiples. Quant à l'intersion écrite sont évaluées à l'aide d'un La compréhension de l'écrit et l'expres-

> sur les listes de priorité. de l'année, il restait 1,950 personnes sein de la Fonction publique. A la fin priorité sans obtenir un autre emploi au qui ont cessé d'être bénéficiaires de Fonction publique; et 255 personnes privé ou qui ont gardé leur poste à la rées par des organismes du secteur nes dont les fonctions ont été récupéque ou n'étaient pas libres; 702 personnouveau un poste à la Fonction publines n'étaient pas intéressées à obtenir à retraite ou encore parce que ces personsoit de démissions, soit de départs à la d'autre part, 221 retraits pour cause A) et 2,223 placements. Il y eut, 3,088 nouvelles inscriptions (voir relevé le courant de l'année, on a effectué étaient inscrites dans le Système. Dans Au 1er Janvier 1984, 2,263 personnes

31 décembre, 45 avaient été replacés. ont été inscrits le 10 octobre 1984. Au d'information sur l'unité canadienne d'août. De plus, 68 employés du Centre de juillet et de la première semaine employes en question au cours du mois bn redéployer avec succès tous les de la Fonction publique. Cette équipe a placer les 130 employes touches au sein une équipe chargée d'interviewer et de social, la Commission mettait sur pied ment économique et au Développement des départements d'Etat au Développe-Aussitôt après la disparition en juillet

l'article 37 de la Loi. ont droit à une priorité en vertu de membres de personnel de ministres, qui peneficiaires est aussi venue des 82 ment possible. Une partie des nouveaux nes un nouveau poste le plus rapidesion pour sider à trouver à ces personles bureaux régionaux de la Commisa nécessité certaines réaffectations dans ont ensuite été ajoutés à la liste, ce qui Vers la fin de l'année, 1,781 employés

## Administration des priorités

La Loi sur l'emploi dans la Fonction publique prévoit que les employés rentrant de congé, certains membres du personnel des ministres et les fonctionnaires mis en disponibilité bénéficient aux fins d'une priorité statutaire aux fins d'une nomination. Ces bénéficiaires de priorité peuvent être considérés pour une nomination sans concours, avant tout autre candidat, à n'importe quel poste pour lequel la Commission les juge qualifiés.

La Commission a par ailleurs arrêté un certain nombre de priorités administratives qui concédent un droit similaires aux employés déclarés excédentaires or raison de la suppression de leurs postes, à ceux dont les postes ont été reclassifiés à un niveau inférieur et à ceux qui ont dû déménager pour suivre leur conjoint. Les bénéficiaires de priorité administrative ne sont cependant considérés qu'après les bénéficiaires de priorité ataitutaire.

Le Système d'administration des priorités garantit que les ministères, avant de mettre en œuvre le processus habituel de dotation, étudient la candidature des bénéficiaires de priorité qui, de l'avis de la Commission, satisfont aux exigences fondamentales du poste à pourvoir.

En 1984, il a fallu accorder une attention particulière à l'amélioration de l'administration du Système. De concert avec le Secrétariat du Conseil du Trésor, la Commission a insisté auprès des ministères sur la nécessité d'accepter leur juste part de bénéficiaires. La Commission a elle-même consacré des ressources supplémentaires pour s'occuressources supplémentaires pour s'occures supplémentaires pour s'occures up placement des bénéficiaires et a adopté de nouvelles méthodes d'administration et de marketing.

Au cours de 1984, les deux changements de gouvernement ont eu des répercussions immédiates sur la Fonction publique, répercussions qui continent par ailleurs de se faire sentir à mesure que le nouveau gouvernement réexamine l'organisation et les activités de la Fonction publique et fixe de nouvelles priorités. Dans ce contexte, la velles priorités. Dans ce contexte, la Commission de la Fonction publique a jugé opportun de poursuivre l'examen de l'àdministration du système de dotation.

En 1984, la Commission a aidé les ministères dans le travail d'analyse et de planification du programme d'action positive d'ancé dans lours as commission publique en juin 1983. La Commission publique en juin 1983. La Commission royale d'enquête sur l'égalité en matière d'emploi du juge Rosalite Partage son point de vue selon l'équité dans l'emploi de groupes sous-teque le meilleur moyen de favoriser l'équité dans l'emploi de groupes sous-représentés consiste à fixer des objectifs et non des quotas.

Dans ce chapitre, la Commission traite des priorités statutaires et administratives, des langues officielles et de l'action positive. Elle souligne ses activités régionales les plus importantes, indique combien de nominations ont êté faites en 1984, et aborde les changements à son système de dotation.

snoitanimon 29b % 0.E 9b 922ibA

67 % des nominations ont lieu en dehors de la région de la Capitale nationale.

Mise en œuvre d'un système d'èva-

La Commission ouvre un bureau à Frobisher Bay pour recruier des autochtones dans le cadre du Programme des carrières du Grand Nord.

Nouvelle mesure pour venir en aide aux autochtones à Winnipeg

Un troisième programme d'aide pour les personnes handicapées voit le jour: 105 personnes en profitent.

Recrutement postsecondaire: augmentation des mominations et du nombre de femmes

en 1983. Augmentation de 21 %, par rapport à 1983, du placement de bênê-

en 1984, en comparaison de 60,417

Les francophones passent à 61,614

ficiaires de priorité

tel parti. politique ou de travailler au nom d'un de travailler pour ou contre un parti ler au nom d'un tel candidat, ainsi que au conseil d'un territoire, ou de travailnes, à la législature d'une province ou une élection à la Chambre des commutravailler pour ou contre un candidat à interdit à tout sous-chef ou employé de l'article 32 de la Loi dispose qu'il est payé de la Commission. Toutefois, d'obtenir au préalable un congé non provinciale ou territoriale à condition d'être candidats à une élection fédérale, se faire présenter comme candidats et politiques. Ils ont également le droit de parti politique et assister aux réunions d'un candidat à une élection ou d'un peuvent voter, contribuer à la caisse A l'heure actuelle, les fonctionnaires

publique. et l'intérêt supérieur de la Fonction tions de la Charte des droits et libertés en prenant en considération les disposipar rapport à chacun de ces principes Chaque proposition devra être évaluée dera du sort des principes ci-dessus. modifications possibles de la Loi déci-L'étude des options offertes ou des

> des principes en question: contexte canadien. Voici quelques-uns certains fondements convenant au ques des fonctionnaires doit reposer sur nation de l'étendue des activités politil'importante question qu'est la détermi-Selon la Commission, tout examen de

> que soient leurs convictions politiloyalement ses décisions, quelles dre que les fonctionnaires exécutent Il est également en droit de s'attensur la compétence professionnelle. et des conseils impartiaux fondés naires des renseignements objectifs de recevoir de la part des fonction-• Le gouvernement en place a le droit

lité de traitement. gouvernement, sans aucune inégales politiques et programmes du services prèvus par les lois ou par en toute impartialité l'aide et les teur tournissent avec compétence et d'attendre des fonctionnaires qu'ils Les Canadiens sont en droit

politique. perception de leur appartenance représailles qui résulteraient d'une sécurité d'emploi seront à l'abri de tions, et que leur carrière et leur dans l'exercice loyal de leurs foncpas l'objet de pressions partisanes d'obtenir la garantie qu'ils ne seront Les fonctionnaires ont le droit

heure en matiere de personnel a la araimab ab stramaddolavab sab fish ne 30007WIO ap sinatoal sal livat

DIALOGUEXPRESS est publie pour

commission de la Fonction publique

dent, nous croyons que l'impartialité de la tions exposées dans le paragraphe précéritoriales. Mais compte tenu des considéra-

se résumer ainsi toral. Notre point de vue à cet égard peut conduite qui débordent le contexte élec-Fonction publique exige des principes de

avec l'impartialité politique requise. en mesure d'exercer leurs fonctions de la politique partisane ou qui pourdéclarations publiques qui tiendraient assumer de responsabilités ou faire de devraient pas entreprendre d'activités, Les fonctionnaires fédéraux ne

Pour préciser ce principe général, nous raient porter à croire qu'ils ne sont pas

fédérales, provinciales ou territoriales; des partis politiques lors d'élections pagne pour ou contre des candidats ou les employés ne devraient pas faire camproposons l'orientation suivante:

ciaux ou territoriaux; on de partis politiques fédéraux, provinfonds de la caisse électorale de candidats recueillir, distribuer ou administrer des · les employés ne devraient pas solliciter,

que fédéral, provincial ou territorial; faveur d'un candidat ou d'un parti politiques ou aux congrès de direction en titre de delegués, aux assemblées polititelles fonctions, y compris participer, à fonctions officielles ni être êlus à de les employés ne devraient pas exercer de

que à prendre un congé sans traitement à par la Commission de la Fonction publimoins d'avoir été autorisés au préalable fédérales, provinciales ou territoriales à de briguer les suffrages lors d'élections mandat ou poser leur candidature en vue les employés ne doivent pas solliciter de

: nonb tuellement les fonctionnaires, entre autres le diminue pas les droits dont jouissent ac-A notre avis, ce qui précède ne cette fin.

de verser des contributions aux partis de voter;

provinciale ou territoriale moyennant d'être candidats à une élection fédérale, de se faire présenter comme candidats et politiques;

> aux fonctionnaires fédéraux Fonction publique du Canada Message des Commissaires de la

Dans notre régime parlementaire, la fonctionnaires fédéraux de ce qui suit. du Canada, avons décidé de faire part aux nous, Commissaires de la Fonction publique fonctionnaires à cet égard. C'est pourquoi et les règles devant orienter la conduite des y a un réel besoin de clarifier les principes cours des dernières années en témoignent. Il breuses questions soulevées à ce sujet au des fonctionnaires fédéraux. Les nomrestrictions imposées aux droits politiques sion et une certaine appréhension quant aux Il semble y avoir beaucoup de confu-

pou nompte d'employés des corps de garantir un traitement équitable qu'en 1967 partie pour les mêmes raisons et pour de leur allégeance politique. C'est aussi en tion de leur affiliation à un parti donné ou nelles des candidats, sans aucune consideration des qualités professionnelles et persontion publique seraient fondées sur l'évaluanominations et les promotions dans la Foncle Parlement a statué il y a 75 ans que les surtout pour ces raisons, croyons-nous, que tialité les services du gouvernement. C'est dispensent avec professionnalisme et imparen droit d'attendre des fonctionnaires qu'ils sionnelle. Pour leur part, les citoyens sont partiaux fondés sur la compétence profesrenseignements objectifs et des conseils imont besoin et ils ont le droit d'obtenir des mes qui en découlent. Les gouvernements politiques et dans l'exécution des programessentielle dans l'élaboration des lois et des effet, les fonctionnaires prennent une part servir au mieux les intérêts des citoyens. En en aidant le gouvernement et le Parlement à Fonction publique joue un rôle fondamental

d'élections fédérales, provinciales ou ternom " d'un candidat ou d'un parti lors ou un parti politique, ou de " travailler au de " travailler pour ou contre " un candidat pressément aux sous-chefs et aux employés de la Fonction publique. Il interdit extions aux activités politiques des employés m Fonction publique impose des restric-L'article 32 de la Loi sur l'emploi dans

l'emploi dans la Fonction publique

métiers ont été assujettis à la Loi sur

еплиет к. меQueen

de la conduite appropriée à votre situation

que ces explications vous aideront à décider

politique des fonctionnaires. Nous espérons

la portée de la loi au sujet de l'impartialité

telle est notre interprétation de l'esprit et de

d'autres indices de la volonté du Parlement,

doute sur leur impartialité et leur éthique

due leur comportement ne souleve aucun

tent et appliquent des lois ou réglements,

doivent être particulièrement vigilants pour

ment des services au public ou qui interprè-

fonctions de gestion, qui dispensent directe-

Les fonctionnaires qui exercent des

pourraient compromettre leur impartialité

fère habituellement cette affiliation mais qui

droits, privilèges et responsabilités que con-

naires devraient s'abstenir d'exercer certains

l'attiliation à un parti politique, les fonction-

qu'institution impartiale. En outre, même si

la crédibilité de la Fonction publique en tant

qu'ont les fonctionnaires de veiller à ce que

Cependant, le droit d'assister à des

l'approbation préalable de la Commission

une contribution financière peut entraîner

jent comportement ne mette pas en doute

assemblées ne modifie en rien l'obligation

d'assister aux assemblées d'un parti

de la Fonction publique;

ynssi jou8tembs due uons u sucous bas

Trefflé Lacombe

Le Commissaire

Edgar Gallant

particulière.

professionnelle.

aux yeux d'autrui.

politique.

À l'opposé de ceux qui réclament la suppresion des restrictions imposées aux activités politiques des fonctionnaires, il y en a d'autres qui prétendent que la Fonction publique devient de plus en plus politisée et qu'il faut renverser cette tendance plutôt que de l'accentuer.

De toute évidence, cette question demeurers d'actualité en 1985. Les commissaires de la Fonction publique seraient tout disposées à se présenter devant un comité parlementaire ou une autre tribune officielle afin de partager leur expérience dans ce domaine et de collaborer à la formulation d'une ligne de conduite appropriée.

## Congés pour se présenter à une élection

Quinze fonctionnaires ont demandé un congé sans traitement pour se porter candidats aux élections fédérales de 1984. La Commission a acquiescé à 13 demandes et en a refusé deux. Parmi les bénéficiaires, quatre ont réussi à devenir candidats et l'un a été élu à la devenir candidats et l'un a été élu à la tionnaire n'a demandé à se porter candinaire n'a demandé à se porter candidat aux élections partielles provinciales tenues en 1984.

## Une question d'actualité

Les associations d'employés de la Fonction publique continuent à faire pression publique continuent à faire presson pour que les droits politiques des fonctionnaires soient accrus. Au cours celles n'ont pas manqué de solliciter la position de chaque parti politique à ce sujet et de transmettre les résultats à leurs membres. Depuis l'élection, elles poursuivent leurs démarches auprès du gouvernement pour qu'il accroisse les acoits politiques de leurs membres et atoits politiques de leurs membres et auprès de la Commission pour qu'elle atoits politiques de leurs membres et suprès de la Commission pour qu'elle suprès de la Commission pour qu'elle relâche les règles en fonction des chantellements prévus.

La Commission doit s'assurer que son interprétation des dispositions de la Loi et des mots comme «travailler», dans le la Loi contexte de l'article 32 («Il est interdit [...] à tout employé de travailler pour ou contre un candidat à une élection (...] ou [...] un parti politique...»), et des expressions comme «candidat à une élection», dans le contexte de l'octroi guer qu'un sous-chef ou qu'un employé as violé l'interdiction concernant les activités politiques, soit conforme à l'intention du Parlement, surtout en l'intention du Parlement, surtout en cette période de changement.

cause en 1985. la Cour sera de nouveau saisie de cette des élections fédérales. Il est prévu que aspects de la question avant la tenue n'avait pas le temps d'examiner tous les tederale s'y est retusée au motif qu'elle d'urgence une telle injonction, la Cour Malgré une tentative visant à obtenir dire en conséquence leur application. Charte des droits et libertés, et d'intermotif qu'ils sont incompatibles avec la trices émises par la Commission au l'article 32 de la Loi et des lignes direclui demandant de déclarer la nullité de sédérale du Canada, notamment celle plusieurs requêtes présentées à la Cour

défrayé la chronique à d'autres occaque du gouvernement, a également politique ou de commenter une politifaire des déclarations publiques d'ordre fonctionnaire, notamment le droit de restreindre la liberté d'expression d'un tionnaires. Le droit de l'employeur de activités politiques partisanes des foncgouvernements peuvent restreindre les probablement dans quelle mesure les Cour supreme du Canada qui étudiera reur général de l'Ontario est devant la vinciaux de l'Ontario et al. c. le procu-L'Association des sonctionnaires prola Cour sont en instance. La cause Plusieurs autres causes portées devant

## Les activités politiques assignations sab

«...noil fait qu'il aura été candidat à une élecoccube slors, n'aura pas à souffrir du cité de l'employé, dans le poste qu'il rapport à la Fonction publique, l'efficale congé «... si elle est d'avis que, par élection. La Commission peut autoriser qui désirent se porter candidats à une de congé présentées par les employés Joner en ce qui concerne les demandes la Loi. La Commission a aussi un rôle à officielle n'a été présentée en vertu de Jusqu'à maintenant, aucune allégation ou d'un ancien candidat à une élection. allegations proviennent d'un candidat fonctionnaires seulement lorsque les cas de présumées activités politiques de elle est habilitée à intervenir dans des des directives dans ce domaine. Plutôt, Loi n'est pas de fournir des règles et Le rôle de la Commission prévu par la

Dialoguexpress a été largement diffusé dans la Fonction publique, ainsi que parmi les députés, les sénateurs et les associations d'employés à titre de renseignement, et a été mentionné par les médias dans tout le pays.

vue d'intimider les fonctionnaires; ves, plutôt que des lignes directrices, en sion aurait établi des règles et directid'employés selon lesquelles la Commisallégations lancées par des associations sentent une grande partie des électeurs; on les tonctionnaires tédéraux reprècomme celle de la Capitale nationale l'applicabilité de la Loi dans une région nant cette question; contestation de Comité certains avis juridiques concerson droit de ne pas avoir à divulguer au préter l'intention du Parlement et de gétaires en général, de son droit d'inter-Comité permanent des prévisions budrutions de la Commission devant le signaler: contestation, lors des compatants. D'autres saits intéressants sont à press pour conseiller leurs commetinspirés de ce numéro de Dialoguexdeputés ont mentionné qu'ils s'étaient sur cette question importante. Certains l'attention des fonctionnaires fédéraux saires indiquent qu'il a réussi à attirer Les réactions au message des commis-

> 'sənb res concernant leurs activités politirestrictions imposées aux fonctionnaiclarific et, dans certains cas, justific les Commission de la Fonction publique ont été plus nombreux à exiger que la de la Fonction publique et les députés tionnaires, les associations d'employés élections fédérales de 1984 —, les foncques fédéraux en 1983 et 1984 et les congrès à la direction de partis politigrands événements politiques — deux tés en 1982 et le déroulement de trois Charte canadienne des droits et libergés en partie par l'adoption de la importance nouvelle en 1984. Encourapermises aux fonctionnaires a pris une La question des activités politiques

### Le message des commissaires

convenant aux postes qu'ils occupent. tionnaires a adopter un comportement égard mais vise plutôt à aider les foncénoncé de règles et de directives à cet ques. Le message ne se veut pas un en ce dni concerne les activités politide se conduire d'une façon appropriée incombe nettement à chaque personne message est que la Loi stipule qu'il des fonctionnaires. L'élément clé du ce qui a trait à l'impartialité politique l'emploi dans la Fonction publique en l'esprit et la portée de la Loi sur ment les commissaires comprennent lignes directrices qui précisent comquit quuz ce chapitre, présente des des fonctionnaires. Ce message, reproles droits et responsabilités politiques de la Fonction publique pour clarifier sage spécial à l'intention des employés bnplie dans Dialoguexpress un mes-En fèvrier 1984, les commissaires ont

bersonnel et entre les organismes cendes agents négociateurs, des agents en consultations auprès des gestionnaires, la réforme sera soumis aux nécessaires des agents en personnel. L'ensemble de complémentaire des gestionnaires et chera à définir et à délimiter le rôle matière de dotation. L'èquipe cherl'imputabilité des gestionnaires en porte sur la qualité des nominations et prise. Son orientation fondamentale d'œuvre pour mener à bien cette entre-Une équipe multidisciplinaire est à pied

saire à la réussite de la réforme. pien du changement d'attitude si néceset simplifier le système, ce qui augure ceux de la Commission pour assouplir déjà accepté de joindre leurs efforts à Entre-temps, certains ministères ont

assurer le succès. vœux, contribuera ultimement à en que la Commission appelle de ses loin de nuire à la réforme législative leur part un changement d'attitude qui, du mèrite. Cela exigera cependant de du service tout en respectant le principe latitude pour répondre aux exigences veut donner aux gestionnaires plus de société canadienne. La Commission et plus ouvert à tous les groupes de la étant plus équitable pour les employés efficient et plus économique tout en dni soit a la tois plus efficace, plus de dotation pour la Fonction publique fondamental est d'élaborer un régime la réforme administrative. Son objectif dnoi elle a décide de pousser plus loin avant 1986 ou même 1987. Voilà pourpourront probablement pas se réaliser est consciente que ces changements ne législatifs importants. Par ailleurs, elle dotation requiert des changements désire introduire dans la gestion de la grande partie de la flexibilité qu'elle La Commission est convaincue qu'une

responsabilités qui sont les leurs. axée sur les gestionnaires et sur les dotation. En définitive, la réforme sera tifier et de simplifier le processus de sion redoublera d'efforts afin de démyspour tous les Canadiens. La Commisd'équité et d'égalité d'accès à l'emploi en continuant à favoriser les notions et de la spécificité des ministères, tout devra donc tenir compte de la diversité teurs. L'approche de la Commission persion géographique et d'autres facmission du ministère, sa taille, sa disministères varient beaucoup selon la Les exigences du service des divers

## Beforme administrative of changement d'attitude

résultats escomptès. mesures n'avaient pas donné tous les force lui a été de conclure que ces approfondie des réformes entreprises, moins qu'ayant procédé à une étude milieu de travail. Il n'en demeure pas lorsqu'il y a des difficultés dans le res, de façon à assainir l'atmosphère employés, en particulier des gestionnaimis l'accent sur la formation des réduire le nombre d'appels. Elle a aussi tème de dotation et en même temps ments pour améliorer l'équité du sysfavorisé la divulgation des renseignemarge de manœuvre. Elle a de plus aux gestionnaires une plus grande

ment. ardemment contribuer à ce changepériode. La Commission souhaite ne pourrait se faire que sur une longue tude important était nécessaire et qu'il la conclusion qu'un changement d'attision. Cette dernière en est donc venue à les objectifs et les fins de la Commisrendre service, mais plutôt pour servir présent système n'existe pas pour leur d'entre eux sont convaincus que le bureaucratique. Nombre qu'ils poursuivent et responsables de comme allant à l'encontre des objectifs vus par de nombreux gestionnaires long. Les mécanismes de recours sont complexe et surtout beaucoup trop perçu comme étant beaucoup trop mèrite. Le processus de dotation est place pour faire respecter le principe du consiste à contrôler le système mis en est un organisme dont la raison d'être Aux yeux de plusieurs, la Commission

de base pour les prochaines années. était venu de redéfinir son orientation la Commission a décidé que le temps ponsabilités des gestionnaires. En 1984, de lois et d'axer la réforme sur les resd'assurer la cohérence entre ces textes sous-tendent ce triptyque législatif, d'énoncer les principes généraux qui publique. Elle recommandait en outre relations de travail dans la Fonction nistration financière et la Loi sur les Fonction publique, la Loi sur l'admihumaines: la Loi sur l'emploi dans la domaine de la gestion des ressources trois lois fondamentales dans le recommandait une révision majeure des Commission de la Fonction publique Dans son Rapport annuel 1983, la

Une série de consultations ont été menées auprès de nombreux sous-ministres. Ces consultations ont révélé qu'en général, les sous-ministres insistent sur le besoin qu'un organisme redevable au Parlement soit investi du pouvoir exclusif de doter les postes de la Fonction publique, malgré les inconvémients que cela peut susciter pour vénients que cela peut susciter pour l'ensemble de la gestion des ressources humaines.

par des lignes directrices afin de laisser remplacé plusieurs de ses règlements nel puissent leur être déléguées. Elle a de responsabilités de gestion du personles gestionnaires afin que bon nombre la catégorie de la gestion et à former du Conseil du Trésor à mettre sur pied mission a contribué avec le Secrétariat chaque ministère\*. De plus, la Comdotation aux besoins particuliers de d'adapter la délégation des pouvoirs de les mesarres déjà prises permettent réglementation accrue. Rappelons que des gestionnaires, plutôt que sur une décisions de gestion et l'imputabilité dotation, misant sur la qualité des ciente et équitable des activités de pour but d'assurer une gestion effielle s'était engagée. Cette rétorme a réforme administrative dans laquelle poursuivre résolument la voie de la possibles, la Commission a choisi de Ayant considéré diverses approches

Pans ce rapport, le terme «ministère» désigne aussi bien un organisme; central ou non, qu'un ministère en tant que tel, sauf où il paraissait essentiel de faire la distinction.

Recrutement — Il y a eu une réduction graduelle depuis quelques années du nombre de jeunes Canadiens diplômés de nos établissements postsecondaires qui entrent dans la Fonction publique, et continue à se concentrer dans cet continue à se concentrer dans cettemps, il est à craindre que la Fonction publique, privée de sa part de la plus grande richesse du Canada, ne soit un jour plus en mesure de relever efficace-jour plus en mesure de relever efficace-

Les préoccupations signalées ci-desaus ne nous empêchent pas de nous enorte publique s'est adaptée aux change. D'ensemble des fonctionnaires a réagit dans la meilleure tradition de la Fonction publique du Canada. D'autres changements sont à prévoir et nous sommes confiants que les fonctionnaires res y feront face avec la même compêtence et la même intégrité.

qui serait compromise à long terme. de l'ensemble de la Fonction publique nouveau gouvernement, c'est la qualité grammes jugės inacceptables par un boration à des politiques ou à des promesnues bnuitives à cause de leur collaleurs ministres devaient faire l'objet de professionnelle des services rendus à par leur dévouement et par la qualité fonctionnaires qui se sont distingués mer l'ultime responsabilité. Si des nent aux ministres qui doivent en assumême si les décisions finales appartienration des politiques du gouvernement, jouent un rôle important dans l'élabo-Responsabilité — Les fonctionnaires

s'effriter. la Fonction publique ne soit en train de de servir qui faisait naguère la gloire de l'image. Nous craignons que la fierté réalité se rapproche progressivement de perdent leur motivation, de sorte que la pays et que les fonctionnaires en place attiter sa part des meilleurs talents du due la Fonction publique ne puisse plus devait persister, le danger serait grand l'image de la Fonction publique. Si cela cause, tout cela contribue à ternir qui désirent promouvoir leur propre les déclarations de groupes d'intérêts jet les faiblesses et les imperfections, enquêteurs dont la mission est de signarapports de vérificateurs et d'autres détendre. Les reportages biaisés, les res qui, eux, n'ont aucun moyen de se effet démoralisant sur les fonctionnaiadministratives et, à la longue, ont un de ce qui est attribuable aux pratiques est imputable aux décisions politiques ces critiques ne distinguent pas ce qui campagne electorale. Habituellement, accentue à mesure que s'intensifiait la dénigrement des fonctionnaires s'est L'image de la Fonction publique — Le

En faisant le bilan de l'année 1984, nous ne pouvons nous empêcher de nous préoccuper d'un certain nombre de problèmes auxquels la Fonction publique du Canada pourrait faire face. En signalant certaines de nos préoccupations au Parlement et aux autres pations au Parlement et aux autres lecteurs du présent rapport, nous espérons ouvrir la voie à des mesures approrons ouvrir la voie à des mesures appropriées qui permettront d'éviter les consequences indésirables appréhendées.

Les droits politiques des fonctionnaires
— Dans notre dernier rapport annuel, nous avons demandé au Parlement de soupeser soigneusement les conséquences à long terme de toute modification naires par la législation actuelle en ce qui concerne certaines formes d'activités politiques. Les événements survenus pendant 1984 ont accentué notre préocupation dans ce domaine.

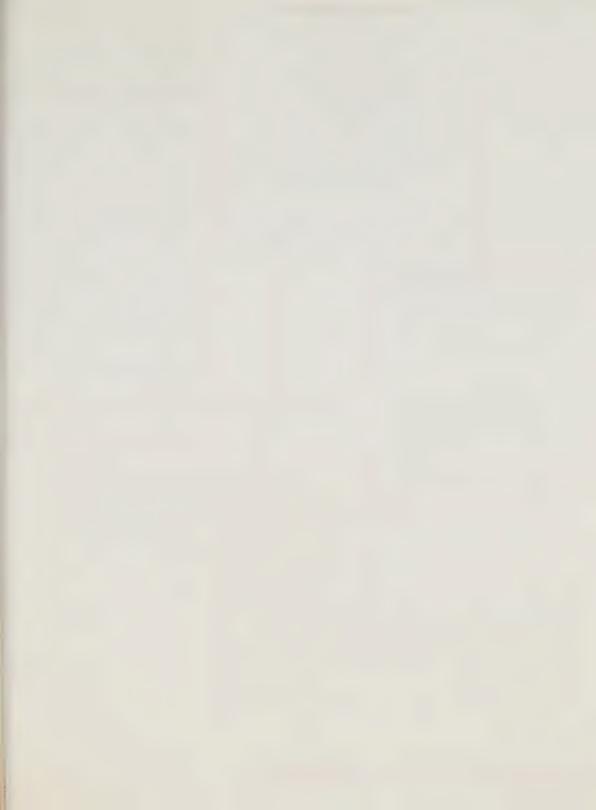
public. mentaires, les fonctionnaires et le sujet auquel participeraient les parlenisons un débat franc et sérieux sur ce la sécurité de leur emploi. Nous précosion de carrière des fonctionnaires et à et, par contrecoup, nuitait à la progresl'impartialité de la Fonction publique des fonctionnaires porterait atteinte à toute restriction aux activités politiques sommes convaincus que la levêe de brovinces et dans d'autres pays, nous examine la situation dans certaines nes activités politiques. Après avoir Fonction publique leur interdit certaidu fait que la Loi sur l'emploi dans la res ont exprime leur mécontentement En même temps, certains fonctionnairaison de leur caractère trop général. sans qu'il soit possible d'intervenir en tées à l'égard de fonctionnaires, mais par la politique partisane ont été por-Des accusations de conduite inspirée

personnel, et la gestion interne. formation et le perfectionnement du enquêtes, la formation linguistique, la de la gestion du personnel, les appels et cation de la dotation et d'autres aspects de la gestion et de la dotation, la vérifisavoir les programmes de la categorie ponsabilités qui lui ont été déléguées, à ses attributions statutaires et les resde la Commission en ce qui concerne chapitres rendent compte des activités sertile en activités politiques. Les autres pendant une année particulièrement anbignd uoisouo, an supp joiduo, ans administration de l'article 32 de la Loi fonctionnaires», rend compte de notre intitulé «Les activités politiques des responsable. Le deuxième chapitre, davantage sur la qualité d'une gestion et l'équité de la dotation en misant existantes afin d'améliorer l'efficience d'autres réformes dans le cadre des lois chapitre, nous poursuivons activement temps, comme l'indique le premier dans la Fonction publique, Entreet de gestion des ressources humaines administrative en matière de dotation s'impose pour faire aboutir la réforme croyons qu'une révision législative dans notre rapport de 1983, nous pendant 1984. Comme nous l'avons dit Commission de la Fonction publique Parlement de notre intendance de la dons compte dans le présent rapport au C'est dans ce contexte que nous ren-

vant intéresser la Fonction publique. nous signalant diverses questions poutès qui nous ont appuyès et aidès en exprimer nos remerciements aux depul'année écoulée. Enfin, nous tenons à pour leur coopération pendant toute négociateurs de la Fonction publique, personnel des ministères et aux agents sor, aux gestionnaires et agents de tres, au Secrétariat du Conseil du Trèment reconnaissants aux sous-minisprofessionnelle. Nous sommes égaleleur compètence et leur conscience duels nous sommes reconnaissants pour aux employés de la Commission auxnées dans le présent rapport surtout Nous devons les réalisations mention-

> de l'espoir et de l'enthousiasme. perplexité et fait naître chez d'autres fonctionnaires de l'inquiétude ou de la style de gestion suscite chez certains pratiques gouvernementales ainsi qu'au tions politiques, aux priorités et aux apporté à la composition de nos institution, encore que tout changement publique a été à la hauteur de la situaplesse. Nous croyons que la Fonction degré accru de sensibilité et de souservir le gouvernement au pouvoir un celles et ceux dont la mission est de vernement, ce qui a exigé de la part de ministres et deux changements de gouau Parlement, il y a eu trois premiers présentation de notre dernier rapport tionnaires qui la composent. Depuis la tion publique en général et sur les foncqui ont eu un effet marqué sur la Fonccirconstances politiques et économiques une année d'adaptation aux nouvelles Mil neuf cent quatre-vingt-quatre a été

> grande anxiété parmi les employés. tions des effectifs sême également une fectations. La crainte d'autres réducde carrière se sont ressenties des réafaussi tous les autres dont les aspirations employés de ces trois organismes, mais ministères ont touché non seulement les temporaire de la dotation dans les tion sur l'unité canadienne et le gel que, la fermeture du Centre d'informasocial et au Développement économidépartements d'Etat au Développement sonctionnaires. Le démembrement des d'importantes répercussions sur les de l'administration ont également eu l'appareil gouvernemental et aux outils Les changements importants apportés à



## La Commission d'un coup d'oell

## Direction générale du perfectionnement

Elle offre des programmes de formation et de perfectionnement et les services de consultation et d'information connexes aux ministères et organismes, en vue d'accroître la compétence profrais la mise en œuvre de la politique de formation formulée par le Consoil du Trésor du Canada et des plans de formation de tous les ministères et orgamismes. La Direction générale se nimares. La Direction générale se finance grâce à l'opération d'un fonds renouvelable.

### Direction générale des services et systèmes de gestion

interne, et services régionaux. 'sənbilqnd vérification personnel, analyse de gestion, finances, affaires d'information et de gestion, systèmes et administration, systèmes sulvantes: communs. Elle réunit les directions tions générales des services auxiliaires sources et de fournir aux autres direcger l'acquisition et la gestion des resci avec les directives centrales, de diripolitiques et systèmes internes de cellesion, de veiller à la compatibilité des les systèmes de gestion de la Commismouvoir, d'appliquer et de coordonner Elle est chargée de concevoir, de pro-

#### Direction générale du programme de la formation linguistique

## Direction générale de la vérification

Elle vérifie périodiquement les activités de dotation déléguées aux sous-chefs par la Commission et les activités non déléguées afin de s'assurer qu'elles sont déléguées afin de s'assurer qu'elles sont déléguées afin de s'assurer qu'elles sont procède également à des examens spéciaux et à des vérifications de certains aspects du système de dotation. Les aspects du système de dotation. Les aspects du système de gestion du personnel confifé à la Commission par le Connel confifé à la Commission par le Conseil du Trésor du Canada conformésiel du Trésor du Canada conformédux organismes concernant leurs rôles deux organismes concernant leurs rôles et responsabilités respectifs.

## Direction générale des appels et enduêtes

lées en matière de dotation. présumées douteuses qui lui sont signase beuche en outre sur les pratiques mesures administratives partiales. Elle avoir été victimes de harcèlement ou de des plaintes des employés qui estiment ment le rôle d'ombudsman et s'occupe direction générale. Elle assume égaledats à l'emploi sont du ressort de cette aussi bien des employés que des candimination présumée dont se plaignent der. Les enquêtes dans les cas de discri-Cour d'appel fédérale peut les rescincause ainsi que la Commission. Seule la décisions des comités lient les parties en de rétrogradation et de renvoi. Les matière de nomination, de promotion, sumée de la Loi et du Règlement en pendants pour les cas de violation prè-Elle établit des comités d'appel indé-

## Commissaires

Les trois commissaires, dont le président, sont investis des pouvoirs que la Loi sur l'emploi dans la Fonction publique confère à la Commission de la gouverneur en conseil pour une période de 10 ans, ils ont tous trois statut de sous-chef de ministère. Ensemble, les commissaires établissent les politiques conformément à la Loi et les décisions est pe fonctionnaire administratif en est le fonctionnaire administratif en chef de la Commission.

## Secrétariat exécutif

Il assure la planification et la coordination des stratégies générales, des politiques et des activités courantes de la Commission. Il répond aux demandes de renseignements des parlementaires, veille à la préparation du rapport annuel de la Commission et remplit diverses fonctions prévues par la Loi.

#### Direction générale des programmes de dotation

ces aux personnes handicapées. autochtones et le Programme des servinational de perfectionnement des sionnelle des femmes, le Programme de présentation et d'orientation profesres. Elle dirige notamment le Bureau guistique des postulants et des titulaibilingues et évalue la compétence linlinguistiques concernant les postes humaines. Elle détermine les normes liées à la planification des ressources rielles et s'occupe de certaines activités veille les activités de dotation ministéd'une délégation de pouvoirs. Elle surtion des postes qui n'ont pas fait l'objet Fonction publique, ainsi que de la dotation des candidats de l'extérieur de la ble du recrutement et de la présentatouchant la dotation. Elle est responsasélection, et les procédés administratifs de dotation, les normes et les tests de elle établit les principes et les méthodes tiques et directives de la Commission, la Fonction publique ainsi qu'aux poli-Loi et du Règlement sur l'emploi dans Conformément aux dispositions de la

### Direction générale des programmes de la catégorie de la gestion

Elle veille au recrutement et à la sélection des membres de la catégorie, conde la Commission. Elle assure la planification des carrières et de la relève et la prestation des activités de dotation pour les postes de cadres de direction et de gestion. Elle fournit également des services d'orientation aux membres de la catégorie et à ceux qui aspirent à le affectations internationales et des proaffectations internationales et des programmes Échanges Canada et Cours et grammes Échanges Canada et Cours et grammes Échanges Canada et Cours et affectations de perfectionnement.

## Formation linguistique

Baisse de 16.7 % du nombre de participants aux cours de langue continus à temps plein: 2,690 en 1984 par rapport à 3,229 en 1983

Augmentation de 11.1 % du nombre de participants aux cours de langue suivant d'autres modalités: 9,977 en 1984 par rapport à 8,978 en 1983

## Formation et

Augmentation de 17.2 % du nombre de participants à la formation professionnelle: 12,851 en 1984 par rapport à 0,968 en 1983

bureautique Abhaidase mour la for-

Elaboration de plusieurs cours

Achat d'aides techniques pour la formation des personnes handicapées

#### spoddy

Augmentation de 2.6 % du nombre d'appels: 2,463 en 1984 par rapport à 2,400 en 1983

Augmentation de 48.1 % du nombre d'appels accueillis: 437 en 1984 par rapport à 295 en 1983

Recensement de femmes — dans la bonction publique et à l'extérieur — désirant accéder à des postes de gestion de les prendre en considération pour des prendre en considération pour des promotions ou du perfectionnement

Augmentation de 7.0 % de la représentation des femmes parmi les diplòmés d'université recrutés dans le cadre du programme de recrutement postecondaîte: 49.1 % des recrues en 1984 par tapport à 42.1 % en 1983

Ouverture d'un bureau de la Commission à Frobisher Bay pour mieux desservir les autochtones de l'Arctique de l'Est dans le cadre du Programme des carrières du Grand Nord.

Mise en œuvre du Programme des possibilités d'emploi dans la Fonction publique pour les autochtones du Manitoba

Mise sur pied d'un programme de recrutement et de présentation de handicapés psychiatriques dans la région de la Capitale nationale

Une exposition d'aides techniques pour assister les personnes handicapées dans leur travail a été présentée dans plusieurs villes.

## Catégorie de la gestion

Augmentation de 10.7 % de l'effectif de la catégorie de la gestion: 4,281 en 1984 par rapport à 3,867 en 1983. Une partie de cette augmentation (4.1 %) résulte de l'intégration des postes équivallents à ceux de la catégorie.

Mise sur pied du programme pilote Cours et affectations de perfectionnement dans l'ouest du pays

L'effectif

Augmentation de 0.9 % du nombre d'employés de la Fonction publique: 224,026 en 1984 par rapport à 222,044 en 1983

Augmentation du nombre de francophones à la Fonction publique: 61,614 en 1984 par rapport à 60,417 en 1983. Leur représentation est de 27.7 % en 1984 par rapport à 27.4 % en 1983.

Baisse du nombre d'employés dans la région de la Capitale nationale: 72,089 en 1984 par rapport à 72,150 en 1983. Leur pourcentage de l'effectif est de 32,2 % en 1984 par rapport à 32,5 % en 1984.

## Les nominations et les départs

Baisse de 3.0 % du nombre de nominations à et au sein de la Fonction publique: 84,002 en 1984 par rapport à 86,588 en 1983

Augmentation de 9.6 % des nominations de candidats de l'extérieur de la Fonction publique: 11,028 en 1984 par rapport à 10,066 en 1983

Augmentation de 8.0 % des nominations impératives à des postes bilingues: 11,304 en 1984 par rapport à 10,470 en 1983

Baisse de 3.8 % du nombre de départs, y compris les mises en disponibilité: 18,452 en 1984 par rapport à 19,177 en 1983

représentés Les groupes sous-

Augmentation du nombre de femmes dans la Fonction publique: 92,093 en 1984 par rapport à 90,186 en 1983. 41.1 % en 1984 par rapport à 40.6 % en 1983.



SII Commission 115	res pnu
011	upixəJ
nation linguistique (autres cours)	53. Forn
nation linguistique (cours de base continus)	52. Forr
nation linguistique et 1 région	si. Forr
nation professionnelle et catégorie professionnelle	<b>50.</b> Fort
nation professionnelle et langue d'enseignement	49. Forn
nation professionnelle et lieu des cours	48. Forn
L01 uo	Formati
els, provenance des nominations et méthodes de sélection	ddy .7#
nodes de sélection, appels et ministère	
rodes de sélection, appels et catégorie professionnelle	
els et ministère	
et catégorie professionnelle	
102	spoddy
ations d'emploi, catégorie professionnelle, sexe et groupe linguistique	tz. Cess
ations d'emploi et motif	
s en disponibilité, catégorie professionnelle, sexe et groupe linguistique	
ee iolqmo'b sn	Cessatic

Les bureaux de la Commission

04

L8

- 13. Catégorie de la gestion et femmes, francophones et autochtones 12. Catégorie professionnelle et lieu de travail
- unguistique 14. Exigences linguistiques du poste, catégorie professionnelle et groupe

11. Catégorie et groupe professionnels, sexe et groupe linguistique 10. Catégorie professionnelle, modalité d'emploi, sexe et groupe linguistique

- 16. Catégorie scientifique et professionnelle, sexe et groupe linguistique 15. Catégorie de la gestion, sexe et groupe linguistique
- inguistique 17. Catégorie de l'administration et du service extérieur, sexe et groupe
- 18. Catégorie technique, sexe et groupe linguistique
- 20. Categorie de l'exploitation, sexe et groupe linguistique 19. Catégorie du soutien administratif, sexe et groupe linguistique
- suonnulmon
- 21. Nominations et modalité d'emploi
- 23. Nominations au sein de la Fonction publique, lieu de travail, sexe et groupe 22. Nominations  $\dot{a}$  la Fonction publique, lieu de travail, sexe et groupe linguistique
- unguistique
- 25. Nominations à la Fonction publique, catégorie professionelle, sexe et groupe 24. Nominations et catégorie professionnelle
- 26. Promotions, catégorie professionnelle, sexe et groupe linguistique unguistique
- Inguistique 27. Mutations latérales ou déploiements, catégorie professionnelle, sexe et groupe
- 29. Mutations régressives, catégorie professionnelle, sexe et groupe linguistique 28. Reconductions, catégorie professionnelle, sexe et groupe linguistique
- 31. Nominations et mode de sélection 30. Nominations et mobilité professionnelle
- groupe linguistique 32. Nominations, catégorie professionnelle, exigences linguistiques du poste et
- 33. Nominations et postes bilingues à dotation «impérative»
- 35. Candidats inscrits au Répertoire national de candidats, région et groupe sous-A4. Nominations et postes bilingues à dotation «non impérative»
- 36. Nominations de diplômés d'université et région représenté
- 37. Nominations de diplômés d'université et secteur professionnel
- professionnel 38. Nominations de diplômés de cégep et de collège communautaire, et secteur
- 39. Nominations, Programme d'emplois d'été axés sur la carrière et secteur
- professionnel

## Table des matieres



	1901 and moods of ond body not tour to initials A 'll and in large, I I
09	Effectif en général
	Relevés
95	ənbiuyəət ətoN
75	Les statistiques
53	M. Années-personnes et fonds reliés aux langues officielles
53	L. Provenance des années-personnes et des fonds
53	K. Affectation des années-personnes et des fonds
25	J. Dépenses
25	I. Années-personnes
	Relevés
IS	Une gestion rigoureuse des ressources internes
05	H. Cours
	Relevé
67	La formation des fonctionnaires
Lt	Vingt ans de formation linguistique
43	Les recours dans les années 80
I t	Vérification de la gestion du personnel
36	G. Exclusions particulières
75	F. Délégation des pouvoirs d'évaluation linguistique
75	E. Première délégation des pouvoirs de dotation
98	D. Délégation selon le système-cadre de délégation
	Relevés
35	Les activités particulières
15	Catégorie de la gestion: une année de stabilisation
<i>L</i> 7	C. Nominations et Programme d'accès pour les personnes handicapées
<i>L</i> 7	B. Nominations et Programme des services aux personnes handicapées
23	A. Bénéficiaires de priorité
	Relevés
7.1	La dotation en personnel
<u></u>	Les activités politiques des fonctionnaires
51	Réforme administrative et changement d'attitude
13	Introduction
10	La Commission d'un coup d'œil
6	Faits saillants

- I. L'empioi dans i Administration rederale, decembre 1984
- 2. Modalité d'emploi

unguistique

- 4. Les 10 principaux ministères et leur effectif 3. Age, sexe et groupe linguistique
- 5. Lieu de travail (Canada et étranger), sexe et groupe linguistique
- 6. Principales villes de fonctionnaires, sexe et groupe linguistique
- 7. Lieu de travail, exigences linguistiques du poste et groupe linguistique
- 8. Ministère d'affectation, sexe et groupe linguistique
- 9. Iraitement annuel en dollars courants et en dollars constants, sexe et groupe

CFP 312T408 Numéro de catalogue SCI-1984 ISBN 0-662-53593-6 © Ministre des Approvisionnements et Services Canada 1985

en braille et sur bande magnétique.

Un aperçu de ce rapport est disponible

Un biologiste du ministère des Pêches et des

92 sansibina «informatique» de l'Agenci canadienne de développement international

arrivants — ministère de l'Emploi et de

Une agente d'immigration rencontre des

Suppoo

noilbrgimml'

developpement insernational Opération «médecine vétérinaire» en

super Océans

canadienne — ministère du Transport

Une cartographe du ministère des Pêches

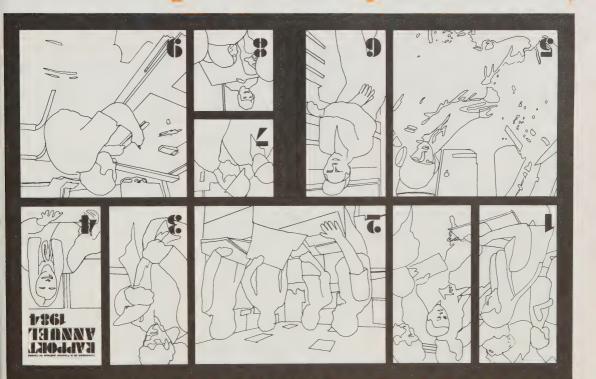
Une pilote d'aéroglisseur de la Garde côtière

Un dessinateur du ministère de la Santé

nationale et du Bien-être social

de la Santé nationale et du Bien-être social Une infirmière en hygiène publique du ministère

la Défense nationale Un électricien et son apprenti du ministère de





de la Jeunesse Année internationale

International Youth Year 1985









## THOUNNY THOUNNY TABLE















Ottawa Chambre des communes Secrétaire d'Etat du Canada L'honorable Walter McLean, C.P.

Monsieur le Ministre,

la Fonction publique du Canada. rapport de 1984 de la Commission de poser à la Chambre des communes le Nous vous prions de bien vouloir dé-

1961/9961 chapitre 71 des Statuts du Canada de l'emploi dans la Fonction publique du positions de l'article 45 de la Loi sur Parlement en conformité des dis-Nous soumettons notre rapport au

sidération. l'assurance de notre très haute con-Veuillez agréer, Monsieur le Ministre,

Le Président,

Edgar Gallant

Le Commissaire,

Jenniser R. McQueen

Le Commissaire,

Trefflé Lacombe



Commission de la Fonction publique du Canada

# THOUNK THOUNK THOUNK THOUNK

Public Service Commission of Canada

Commission de la Fonction publique du Canada

110

Canada

